







**REPORT**  
**ON**  
**SURVEY OF LABOUR CONDITIONS**  
**IN**  
**CASHEWNUT FACTORIES IN INDIA**  
**1965-66**



**LABOUR BUREAU**  
**MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION**  
**(DEPARTMENT OF LABOUR AND EMPLOYMENT)**  
**GOVERNMENT OF INDIA**



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## PREFACE

Ever since India entered the industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the set up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Cashewnut Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Adviser of Factories\* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Government Social Survey Department, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J.N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The field investigations were carried out by Sarvashri A.S. Parmar, R.L. Khosla, M.P. Kanaujia, George Jacob, L.K. Kanuga and L.D. Khanna under the supervision of Sarvashri R.N. Mondal, Padmakar Deshpande and Balwant Singh Bhola. The preliminary draft of the Report was prepared by Shri B.S. Bhola, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H.B.L. Bhatnagar, Assistant Director and Shri P.D. Gupta, Investigator Grade I. Shri Bhatnagar was also responsible for supervising the manual tabulation of data. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director. Sarvashri Man Mohan Singh and Kuljit Singh, Computers, assisted in the computation of data. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India.

K.K. BHATIA

*Director*

LABOUR BUREAU, SIMLA.

*Dated the 18th March, 1969.*

\* Now designated as Director General, Factory Advice Service and Labour Institutes.

## CHAPTER I

### INTRODUCTION

The Cashewnut Industry is an important foreign exchange earner, next only to tea, jute goods and oil seeds. Indigenous production of the crop is, however, not sufficient to feed all the processing factories and hence large quantities of nuts are imported in India, mainly from East Africa. The bulk of the cashewnut processed is exported. Cashewnut is generally grown on sandy soils and hence cultivation of the crop has developed on the west coast of India from Cape Comorin up to Ratnagiri District in Maharashtra and on the east coast in Srikakulam District of Andhra Pradesh.

#### 1.1. *Location and Growth of the Industry in India*

As cultivation of cashewnut is mainly localised in the south, the cashewnut processing factories are also concentrated there. Statement 1.1 shows State-wise distribution of Cashewnut factories in India during 1965 and the workers employed therein.

STATEMENT 1.1

*State-wise Distribution of Cashewnut Factories\* in India and Average Daily Employment therein During 1965*

State	Number of Factories	Average Daily Employment
1	2	3
1. Andhra Pradesh .. .. .	32 (12·0)	911 (0·9)
2. Kerala .. .. .	209 (78·3)	88,637 (89·3)
3. Madras@ .. .. .	8 (3·0)	2,516 (2·5)
4. Maharashtra .. .. .	5 (1·9)	887 (0·9)
5. Mysore .. .. .	12 (4·5)	6,292 (6·3)
6. West Bengal .. .. .	1 (0·3)	12 (0·1)
Total	267 (100·0)	99,255 (100·0)

\*Registered under the Factories Act, 1948.

@Named Tamil Nadu with effect from January 14, 1969.

Note—Figures shown in brackets are percentages to total.

Source—Returns received under the Factories Act, 1948, for the year 1965.

It will be seen from the Statement that about 78 per cent. of the factories were located in Kerala and they accounted for about 89 per cent. of the total employment in the Industry. The remaining States in order of employment were Mysore, Madras, Andhra Pradesh, Maharashtra and West Bengal.

## 1.2. *Genesis of the Survey*

The first comprehensive survey of conditions of labour in various industries in India, on a country-wide basis, was conducted by the Royal Commission on Labour during 1929—31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e., in 1944, the Government of India appointed another Committee, viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted, in 1944-45, detailed investigations in 38 industries and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports proved to be a useful source of information required for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were introduced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in conditions of work and wages in various industries. Above all, the attainment of Independence by the country gave a new status to the working class. In view of these developments, the Ministry of Labour, Government of India, as well as the Planning Commission considered it necessary that a fresh comprehensive Survey of Labour Conditions in various industries should be conducted so that it may be possible to assess the effects of the various measures adopted in the past and to obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Bureau envisaged the coverage of 46 industries according to a phased programme in four rounds. The Cashewnut Industry was not surveyed by the Labour Investigation Committee during 1944-45, presumably because this Industry was not an important one at that time. However, since the Industry has developed significantly now and employs about one lakh workers, it was considered desirable to include it in the scope of the present Survey. As such, Cashewnut Industry was covered as one of the 18 industries during the fourth round of the Survey of Labour Conditions.

## 1.3. *Scope and Design of the Survey*

A note given as an Appendix to this Report spells out the details relating to the sample design and method of estimation adopted. In view of the absence of a complete list of all Cashewnut factories in the country, the scope of the Survey was restricted to factories registered under the Factories Act, 1948. The list of registered factories during the year 1963 was used as the frame for the Survey except in case of Andhra Pradesh and Maharashtra for which the list related to the year 1962. Since there was high concentration of Cashewnut factories in Kerala, it was considered desirable to obtain separate information for them and hence Kerala was treated as a separate regional stratum. All the remaining factories in other areas were clubbed together to form the Residual Group.

Since the past experience of the Survey in other industries had shown that wide variations existed in the conditions of work, standard of welfare amenities, etc., in the units of different size-groups in each industry, it was felt that it would be useful to have separate data for units of different sizes. It was, therefore, decided that for purposes of the Survey, factories

engaged in the processing of cashewnuts should be divided into two size groups—large and small. For this purpose, the cut-off point chosen was 340 which was approximately equal to the average size of employment per factory. Hence the units having 341 or more workers were treated as large units whereas those with number of workers equal to 340 and below were treated as small units. The sampling fraction adopted was 12.5 per cent. for all small-size factories in the country while for large-size factories, it was 25 per cent. in case of Kerala and 50 per cent. in case of the Residual Group of factories. Statement 1.2 shows the number of cashewnut processing factories together with the number of workers employed therein (a) in the frame, (b) in the sample selected and (c) in the sample actually covered.

#### STATEMENT 1.2

*Number of Cashewnut Factories and Workers Employed therein in the Frame, Sample, etc.*

Centre	In the Frame		In the Sample Selected		In the Sample Actually Covered	
	Number of Factories	Number of Workers	Number of Factories	Number of Workers	Number of Factories	Number of Workers
1	2	3	4	5	6	7
1. Kerala .. ..	197	78,965	40	17,622	37 (18·8)	16,374 (20·7)
Large Factories ..	114	66,316	29	15,608	26 (22·8)	14,360 (21·7)
Small Factories ..	83	12,649	11	2,014	11 (13·3)	2,014 (15·9)
2. Residual .. ..	55	10,534	11	5,517	9 (16·4)	4,428 (42·0)
Large Factories ..	9	8,069	5	4,961	4 (44·4)	3,972 (49·2)
Small Factories ..	46	2,465	6	556	5 (10·9)	456 (18·5)
3. All India .. ..	252	89,499	51	23,139	46 (18·3)	20,802 (23·2)
Large Factories ..	123	74,385	34	20,569	30 (24·4)	18,332 (24·6)
Small Factories ..	129	15,114	17	2,570	16 (12·4)	2,470 (16·3)

Note: Figures within brackets in Cols. 6 and 7 are percentages to total number of factories and workers as given in cols. 2 and 3 respectively.

From the figures given in Statement 1.2, it would be seen that the Survey ultimately covered about 18 per cent. of the factories and about 23 per cent. of the workers employed therein. Since only those factories came in the sample which featured in the frame and as it was not possible to take account of the new factories which came into being up to and during the period of the Survey, the information given in this Report should be treated to relate to the factories which were in existence during the period to which the frame relates (i.e., 1962-63) and which continued to exist till the time of the Survey (i.e., 1965-66).

The data were collected by personal visits of the field staff of the Bureau. With a view to testing the schedule and instructions prepared for the Survey, a pilot enquiry was conducted in September-October, 1959, before taking up the first round of the main Survey of Labour Conditions

in December, 1959. On the basis of the pilot enquiry as well as the experience gained during the earlier three rounds of the Survey, some major changes were carried out in the schedule\* used for the collection of data in the fourth round of the Survey. For example, information pertaining to absenteeism, labour turnover, pay period, earnings of production workers and all workers, etc., was not collected during the fourth round as such information was already being collected under other schemes of the Bureau viz., Occupational Wage Survey, Annual Survey of Industries, etc. Field enquiry for this Industry was conducted during the period April, 1965, to February, 1966, and as such, except where otherwise specified, the information should be treated to relate to this period i.e., 1965-66.

\*The Schedule used for the Survey has been published in the Report on Survey of Labour Conditions in the Artificial Manure Factories in India.

## CHAPTER II

### EMPLOYMENT

During the course of the present Survey, with a view to ensuring comparability as well as uniformity of statistics collected from different sampled establishments, data pertaining to employment were collected as on a fixed date, i.e., March 31, 1965. The Survey results show that, on this date the estimated total number of workers employed in the Cashewnut factories in the country was 1.08 lakhs. This estimate, however, differs from similar figures collected under the Factories Act, 1948, for the year 1965 i.e., about 99 thousand, the main reason for the difference being that whereas the former includes even those workers who, though employed in registered factories, were not deemed to be covered under the Factories Act, the latter figure does not take such employees into account. Besides, the Survey estimates relate to a particular point of time, whereas the Factories Act figure represents the average daily employment during the year.

#### 2.1. Composition of the Working Force

##### 2.1.1. Distribution by Broad Occupational Groups

For purposes of the present Survey, the internationally accepted classification\* of employees was followed and, accordingly, they were classified into the following categories—

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

Based on the above classification, the proportion of workers in different occupational groups is given in Statement 2.1.

#### STATEMENT 2.1

*Estimated Percentage Distribution of Workers@ by Broad Occupational Groups.*

(31st March, 1965)

Centre	Estimated Total Number of Workers	Professional Technical and Related Personnel	Adminis- trative Executive and Manager- ial Personnel	Clerical and Related Workers (including Super- visory)	Production and Related Workers (including Super- visory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Kerala .. ..	98,530	—	0.2	0.9	98.1	0.8
Large Factories ..	82,042	—	0.2	0.6	98.6	0.6
Small Factories ..	16,488	—	0.5	2.1	95.8	1.6
2. Residual .. ..	8,994	**	0.1	1.2	98.1	0.6
Large Factories ..	6,702	0.1	0.2	0.9	98.0	0.8
Small Factories ..	2,292	—	—	1.8	98.2	—
3. All-India .. ..	1,07,524	**	0.2	0.9	98.1	0.8
Large Factories ..	88,744	**	0.2	0.6	98.6	0.6
Small Factories ..	18,780	—	0.4	2.1	96.1	1.4

\*International Standard Classification of Occupations.

@ Both covered as well as not covered under the Factories Act.

\*\* Less than 0.05



The Statement shows that the working force in the Cashewnut Industry comprised predominantly of 'Production and Related Workers (including Supervisory)' who accounted for about 98 per cent. of the total number of workers. The proportion of such workers in Kerala and the Residual Group was the same. The other groups accounted for the rest of the working force. It is significant to note that Kerala, none of the units surveyed employed any worker belonging to the group 'Professional, Technical and Related Personnel'. At the all-India level also, such workers formed an insignificant proportion of the total working force.

### 2.1.2. *Distribution of Workers by 'Covered' and 'Not Covered' Under the Factories Act, 1948.*

The Factories Act, 1948, defines worker as a "person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process, or the subject of manufacturing process.....". During the course of the present Survey, it was observed that there was no uniformity with regard to the interpretation of the above definition of 'worker' and consequently, while some units had included certain categories of employees among those covered under the Factories Act, others tended to exclude them. However, such workers as were not covered under the Factories Act in the Cashewnut Industry formed a small proportion of the total workers. Details of workers covered and not covered by broad occupational groups are given in Statement 2.2.

## STATEMENT 2.2

*Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948.*

(31st March, 1965)

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
	Covered Not Covered		Covered Not Covered		Covered Not Covered	
	2	3	4	5	6	7
1. Kerala .. ..	—	—	80.7	19.3	92.8	7.2
Large Factories	—	—	96.2	3.8	100.0	—
Small Factories	—	—	57.0	43.0	82.4	17.6
2. Residual .. ..	50.0	50.0	58.3	41.7	91.3	8.7
Large Factories	50.0	50.0	58.3	41.7	100.0	—
Small Factories	—	—	—	—	78.6	21.4
3. All India .. ..	50.0	50.0	79.6	20.4	92.6	7.4
Large Factories	50.0	50.0	93.1	6.9	100.0	—
Small Factories	—	—	57.0	43.0	82.0	18.0

STATEMENT 2.2—*contd.*

Centre	Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
1	8	9	10	11	12	13
1. <i>Kerala</i> .. ..	99.9	0.1	95.2	4.8	99.8	0.2
Large Factories .. ..	100.0	—	100.0	—	100.0	—
Small Factories .. ..	99.4	0.6	85.8	14.2	98.6	1.4
2. <i>Residual</i> .. ..	99.7	0.3	100.0	—	99.5	0.5
Large Factories .. ..	100.0	—	100.0	—	99.9	0.1
Small Factories .. ..	98.8	1.2	—	—	98.4	1.6
3. <i>All India</i> .. ..	99.9	0.1	95.5	4.5	99.7	0.3
Large Factories .. ..	100.0	—	100.0	—	100.0	—
Small Factories .. ..	99.3	0.7	85.8	14.2	98.6	1.4

It would be seen from the Statement that the percentage of workers 'not covered' under the Factories Act was the highest (about 50 per cent.) in the group 'Professional, Technical and Related Personnel', followed by 'Administrative, Executive and Managerial Personnel' (about 20 per cent.), 'Clerical and Related Workers' (about 7 per cent.), and Watch and Ward and Other Services (about 4 per cent.). So far as Production workers are concerned, almost all of them were found to be covered under the Factories Act.

2.2. *Employment of Women*

A feature of the Indian Cashewnut Industry is the predominance of women labour. The Survey has revealed that women were employed in 97 per cent. of the factories and they constituted about 88 per cent. of the total workers in the Industry. Details are given in Statement 2.3.

## STATEMENT 2.3

*Estimated Proportion of Women Workers.*  
(31st March, 1965)

Centre	Total Number of Factories*	Percentage of Factories Employing Women	Estimated Total Number of Workers Employed†	Percentage of Women Workers to the Total Workers Employed	Percentage of Women Workers to the Total Women Workers in the Industry
1	2	3	4	5	6
1. <i>Kerala</i> .. ..	189	96.3	98,530	87.6	91.4
Large Factories .. ..	111	100.0	82,042	89.8	92.3
Small Factories .. ..	78	90.9	16,488	77.0	86.6
2. <i>Residual</i> .. ..	46	100.0	8,994	89.9	8.6
Large Factories .. ..	8	100.0	6,702	91.3	7.7
Small Factories .. ..	38	100.0	2,292	85.9	13.4
3. <i>All India</i> .. ..	235	97.0	1,07,524	87.8	100.0
Large Factories .. ..	119	100.0	88,744	89.9	100.0
Small Factories .. ..	116	93.9	18,780	78.1	100.0

\* This number does not tally with the number of factories in Statement 1.2. The difference is due to the fact that certain units were found closed at the time of the Survey.

† Both Covered and Not Covered under the Factories Act.

It would appear from the Statement that all large factories employed women workers as against 94 per cent. of the small units. About 91 per cent. of the women workers were found employed in the factories in Kerala only.

Data in respect of the distribution of women workers by broad occupational groups were also collected during the Survey. It was found that nearly 45 per cent. of them were employed in the shelling department, nearly 43 per cent. in the peeling department, nearly 8 per cent. in the grading department and the rest (i.e., about 4 per cent.) worked in other departments. The main reasons given by the employers for the employment of women were light nature of work and their suitability.

### 2.3. Child Labour

The Survey has revealed that only one large factory in the Residual Group employed 58 children on such jobs as shelling and peeling. The reason given by the management for the employment of children, who were all females, was the same as in the case of women labour, viz., they were found to be efficient in the work of shelling and peeling of cashewnuts which requires finger dexterity.

### 2.4. Time-rated and Piece-rated Workers

The Survey has revealed that both systems of payment viz., time-rate and piece-rate were prevalent in the Industry but payment by piece-rate predominated inasmuch as nearly 88 per cent. of the workers were paid on this basis. Statement 2.4 gives the distribution of 'Production and Related Workers' covered under the Factories Act, 1948, by method of payment.

#### STATEMENT 2.4

*Estimated Percentage Distribution of Production and Related Workers by Method of Payment.*

(31st March, 1965)

Centre	Total Number of Production Workers*	Distribution of Workers into		Percentage Distribution of Men, Women and Children by Method of Payment					
		Time-rated	Piece-rated	Men		Women		Children	
				Time-rated	Piece-rated	Time-rated	Piece-rated	Time-rated	Piece-rated
1	2	3	4	5	6	7	8	9	10
1. Kerala .. ..	96,592	12.2	87.8	58.4	41.6	6.5	93.5	—	—
Large Factories ..	80,900	8.9	91.1	50.6	49.4	4.7	95.3	—	—
Small Factories ..	15,692	29.2	70.8	77.4	22.6	17.4	82.6	—	—
2. Residual .. ..	8,795	11.9	88.1	66.9	33.1	7.6	92.4	100.0	—
Large Factories ..	6,573	14.3	85.7	94.9	5.1	9.7	90.3	100.0	—
Small Factories ..	2,222	4.9	95.1	29.9	70.1	1.2	98.8	—	—
3. All India .. ..	1,05,387	12.2	87.8	58.9	41.1	6.6	93.4	100.0	—
Large Factories ..	87,473	9.3	90.7	52.7	47.3	5.0	95.0	100.0	—
Small Factories ..	17,914	26.2	73.8	73.4	26.6	15.3	84.7	—	—

\*Covered under the Factories Act, 1948.

It will be seen from the Statement that, among men workers, time-rate system of payment was more popular both at the centre as well as all-India level. Women, who constituted the bulk of the working force, were mostly employed on piece-rate basis. All the children employed in the Industry were piece-rated.

## 2.5. *Contract Labour*

No worker was found to have been employed through contractors in any of the Cashewnut factories covered during the Survey.

## 2.6. *System of Recruitment*

According to the present Survey, almost the entire working force in the Industry (99.8 per cent.) had been recruited directly by the managements, mostly at the factory gate. The remaining few employees were taken through Employment Exchanges. Almost the same system of recruitment was followed in the two strata. A welcome feature of the Industry was that no recruitment had been done through intermediaries in any of the Cashewnut factories covered during the Survey.

## 2.7. *Employment Status*

During the course of the Survey, information pertaining to the classification of directly employed 'Production and Related Workers' into different categories according to employment status i.e., permanent, temporary, casual, etc., was collected and is presented in Statement 2.5.

### STATEMENT 2.5

#### *Estimated Percentage Distribution of Production and Related Workers Employed Directly by Employment Status*

(31st March, 1965)

Centre	Total Number of Pro- duction Workers*	Percentage Distribution of Workers						
		Perma- nent Workers	Proba- tioners	Tempo- rary Workers	Badlis	Casual Workers	Appren- tices	Others
1	2	3	4	5	6	7	8	9
1. Kerala .. ..	96,592	89.7	—	10.3	—	—	—	—
Large Factories ..	80,900	91.3	—	8.7	—	—	—	—
Small Factories ..	15,692	81.3	—	18.7	—	—	—	—
2. Residual .. ..	8,795	57.8	—	41.3	—	0.9	—	—
Large Factories ..	6,573	76.1	—	22.7	—	1.2	—	—
Small Factories ..	2,222	3.8	—	96.2	—	—	—	—
3. All India .. ..	1,05,387	87.0	—	12.9	—	0.1	—	—
Large Factories ..	87,473	90.1	—	9.8	—	0.1	—	—
Small Factories ..	17,914	71.7	—	28.3	—	—	—	—

\*Covered under the Factories Act, 1948.

For purposes of classification of workers into permanent, temporary, probationers, *badlis*, casual and apprentices, the definition as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, was relied upon. In case of those units where framing of Standing Orders was not obligatory or the same had not been otherwise framed, reliance was placed on the version of the managements regarding the employment status of their workers. The Survey results show that in March, 1965, 87 per cent. of the 'Production Workers' in the Industry were permanent and about 13 per cent. were temporary. The proportion of casual workers was negligible. Probationers, *badlis* and apprentices were not employed in any of the units surveyed. As amongst the two strata, the proportion of permanent workers was much higher in Kerala (about 90 per cent.) than that in the Residual Group (about 58 per cent.). Casual workers had been employed in only one large factory surveyed in the Residual Group.

## 2.8. Length of Service

A study of the distribution of workers according to their length of service was made in respect of 'Production and Related Workers (including Supervisory)' covered under the Factories Act, 1948, and employed directly by the managements. Wherever managements maintained records showing the date of appointment of their employees (e.g., service cards, leave records, etc.) the information was collected from such records, but in their absence the version of the managements was relied upon. Data collected are presented in Statement 2.6.

### STATEMENT 2.6

*Estimated Percentage Distribution of Production and Related Workers Employed Directly According to Length of Service*

(31st March, 1965)

Centre		Total Number of Pro- duction Workers*	Percentage Distribution of Workers with Length of Service of				
			Under 1 year	1 year and above but less than 5 years	5 years and above but less than 10 years	10 years and above but less than 15 years	15 years and above
1		2	3	4	5	6	7
1. Kerala .. ..	..	96,592	17.3	32.4	42.2	5.7	2.4
Large Factories	..	80,900	16.0	33.3	43.0	4.8	2.9
Small Factories	..	15,692	23.7	27.7	38.1	10.5	—
2. Residual .. ..	..	8,795	23.4	9.2	11.5	25.3	30.6
Large Factories	..	6,573	21.3	9.6	7.8	27.3	34.0
Small Factories	..	2,222	29.5	8.0	22.4	19.4	20.7
3. All India .. ..	..	1,05,387	17.8	30.5	39.6	7.3	4.8
Large Factories	..	87,473	16.4	31.6	40.4	6.4	5.2
Small Factories	..	17,914	24.4	25.2	36.2	11.6	2.6

\*Covered under the Factories Act, 1948.

It will be seen from the Statement that about 40 per cent. of the 'Production and Related Workers' in the Industry had put in 5 years' and more but less than 10 years' service as on 31st March, 1965 and about 30 per cent. of the workers had been in service for 1 year and above but less than 5 years. Nearly 18 per cent. of the workers were having less than one year's service to their credit and only about 12 per cent. had put in more than 10 years' service as on the specified date. As between the two strata, the labour force was more stable in the factories in the Residual Group where about 56 per cent. of the workers had more than 10 years' service to their credit as against only 8 per cent. in Kerala.

## 2.9. *Absenteeism and Labour Turnover*

As mentioned earlier, during the present Survey, statistical data pertaining to absenteeism and labour turnover were not collected because such information had already been collected under the Annual Survey of Industries and it was expected that the same could be utilised for this Report also. Since the data collected during the Annual Survey of Industries 1964 are still in the processing stage, no use could be made of them in this Report. However, an attempt was made to have a general idea about the measures and steps taken by the managements to reduce absenteeism and labour turnover. Such information collected during the Survey revealed that about 53 per cent. of the Cashewnut factories in the country, comprising about 63 per cent. of the factories in Kerala and about 13 per cent. in the Residual Group, had taken some steps to reduce absenteeism. The measures included disciplinary action in terms of the factory's Standing Orders and linking the rate of payment of annual bonus with the average earnings of the employee during the year.

None of the Cashewnut factories surveyed had, however, taken any measures to reduce labour turnover.

## 2.10. *Training and Apprenticeship*

None of the Cashewnut factories surveyed had provided any training and apprenticeship facilities for its workers.

## CHAPTER III

### WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revisions since this information had already been collected by the Labour Bureau under the Second Occupational Wage Survey (1963—65).

#### 3.1. *Earnings*

##### 3.1.1. *Average Daily Earnings of Different Categories of Workers*

As mentioned earlier, in order to avoid duplication in the collection of data, information relating to pay-period and earnings of 'Production and Related Workers', which was collected under the Second Occupational Wage Survey (1963—65), was not collected under the present Survey. Since the data collected under the Second Occupational Wage Survey are yet being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the present Survey, therefore, related to the following four categories of workers—

- (1) Professional, Technical and Related Personnel;
- (2) Administrative, Executive and Managerial Personnel;
- (3) Clerical and Related Workers (including Supervisory) and
- (4) Watch and Ward and Other Services.

The data collected relate to workers covered under the Factories Act, 1948, and are in respect of pay-period immediately preceding the specified date, *viz.*, 31st March, 1965. Statement 3.1 shows average daily earnings of different categories of workers during March, 1965.

#### STATEMENT 3.1

#### *Estimated Average Daily Earnings of Workers by Broad Occupational Groups*

(March, 1965)

(In Rupees)

Centre	Professional, Technical and Related Personnel	Administra- tive, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5
1. <i>Kerala</i> ..	—	5.66	4.11	2.90
Large Factories	—	5.17	3.91	2.88
Small Factories	—	6.96	4.47	2.96
2. <i>Residual</i> ..	4.96	6.83	7.16	3.99
Large Factories	4.96	6.83	9.25	3.99
Small Factories	—	—	3.08	—
3. <i>All-India</i> ..	4.96	5.71	4.43	2.97
Large Factories	4.96	5.26	4.49	2.97
Small Factories	—	6.96	4.33	2.96

It will be seen from the Statement that at the Industry level, the average daily earnings of the workers belonging to the group 'Administrative, Executive and Managerial Personnel' were the highest (Rs. 5.71) and of those in the 'Watch and Ward and Other Services' group the lowest (Rs. 2.97). As regards 'Professional, Technical and Related Personnel', their average daily earnings were Rs. 4.96 and of those employed as 'Clerical and Related Workers (including Supervisory)' were Rs. 4.43. Among the two strata, the average daily earnings of all the comparable categories of workers were higher in the Residual Group of factories than those in Kerala. In Kerala none of the Cashewnut factories surveyed had employed any worker belonging to the group 'Professional, Technical and Related Personnel'. It is significant to note that the average daily earnings of the workers belonging to the remaining three groups in Kerala were higher in small factories than those in large ones.

The pay-period for all the four categories of workers was a month in all the Cashewnut factories surveyed.

### 3.1.2. Average Daily Earnings of All Workers

Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in Cashewnut factories in the country, as a whole. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948, i.e., factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total mandays worked. Average daily earnings are derived by dividing the former by the latter.

#### STATEMENT 3.2

#### *Average Daily Earnings of All Workers by Components* (During 1965)

Components								Average daily Earnings (In Rupees)	Percentage
1								2	3
1. Basic Wages	..	..	..	..	..	..	..	1.39	79.89
2. Cash Allowances (including dearness allowance)	..	..	..	..	..	..	..	0.26	14.94
3. Bonuses	..	..	..	..	..	..	..	0.08	4.60
4. Money Value of Concessions in Kind	..	..	..	..	..	..	..	*	—
5. Arrears	..	..	..	..	..	..	..	0.01	0.57
Total								1.74	100.00

\*Less than Re. 0.005.



It would be seen from the Statement that basic wages alone accounted for about 80 per cent. of the total earnings, followed by cash allowances (about 15 per cent.) and bonuses (4.6 per cent.). The contribution of money value of concessions and arrears was negligible.

### 3.2. *Dearness Allowance*

The Survey results show that about 70 per cent. of the Cashewnut factories in the country, comprising about 91 per cent. of large and 49 per cent. of the small ones, were paying a separate dearness allowance to their workers in addition to basic wage. The proportion of units paying a separate dearness allowance was very much higher in Kerala (about 86 per cent.) than that in the Residual Group (about 4 per cent.). Of the units paying a separate dearness allowance, in about 99 per cent., it was paid at a flat rate which varied from Rs. 30 to Rs. 38 per month for monthly-rated employees. For daily-rated workers, the rate was uniform at Re. 0.52 per day. In the remaining about one per cent. of the units, representing only one large factory in the Residual Group, the dearness allowance was linked with Consumer Price Index Number for Calicut (Base: 1939 = 100).

### 3.3. *Other Allowances*

Only one of the large units surveyed in Kerala was paying incentive pay to its daily-rated workers who were working in the roasting department. The rate of payment was 31 paise for every bag of raw nut roasted in excess of 50 bags per day.

No other allowances were paid by any of the units covered.

### 3.4. *Bonuses*

#### 3.4.1. *Annual/Year-end Bonus*

The practice of paying annual/year-end bonus was found to be in existence in about 75 per cent. of the Cashewnut factories in the country comprising about the same proportion of both large and small factories. About 80 per cent. of the factories in Kerala were paying this bonus as against 50 per cent. of the units in the Residual Group. There were regular schemes for payment of bonus in about 96 per cent. of the factories paying bonus. The bonus was being paid as a result of voluntary agreements between the employers and the employees in about 84 per cent. of the factories paying bonus and, in the rest, its payment depended upon the discretion of the management. In a vast majority of the factories, the schemes covered all workers and the qualifying condition was completion of one year's service. The rate of payment was, generally, 2 months' basic wages and dearness allowance for monthly-rated workers and  $8\frac{1}{3}$  per cent. of total annual earnings for daily-rated and piece-rated workers. The mode of payment was cash everywhere.

#### 3.4.2. *Festival Bonus*

The system of paying festival bonus was prevalent to a lesser extent than that of annual bonus as only about 22 per cent. of the Cashewnut factories in the country (comprising about 25 per cent. of large and 20 per cent. of small factories) reported payment of this bonus to their workers. The proportion of factories paying such a bonus in Kerala and Residual

Group was about 20 and 33 per cent. respectively. No large factory surveyed in the Residual Group was paying this bonus. The schemes were regular in about 71 per cent. of the units paying festival bonus whereas in the rest (i.e., about 29 per cent.) such payment was not being made on a regular basis. The bonus was being paid as a result of voluntary agreements between the employers and the employees in about three-fourths of factories paying bonus and, in the rest, its payment depended upon the discretion of the management. In a majority of the factories, the schemes covered all workers and there was no condition attached to the payment. The rate of payment was, generally,  $1\frac{3}{4}$  months' basic wages and dearness allowance for monthly-rated workers. For daily-rated and piece-rated employees, it was 5 per cent. of total earnings in the first six months and  $7\frac{1}{2}$  per cent. of total earnings in the remaining six months of the year. The mode of payment was cash everywhere.

### 3.5. *Fines and Deductions*

Information collected reveals that the practice of imposing fines was not in vogue in any of the Cashewnut factories surveyed.

So far as deductions from wages of workers on account of damages, etc., are concerned, it was observed that all the Cashewnut factories surveyed were making such deductions in accordance with the provision of the Payment of Wages Act, 1936. However, no factory was found to have maintained deductions register as required under the law.

## CHAPTER IV

### WORKING CONDITIONS

Working conditions obtaining in industries in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a great deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Cashewnut Industry as observed at the time of the Survey.

#### 4.1. Shifts

The present Survey has shown that all the Cashewnut factories surveyed in the country were working single shift which was invariably in the day.

#### 4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory. The data collected during the present Survey show that all the factories had an 8-hour day and a 48-hour week.

As regards spread-over, in about 82 per cent. of the factories, it was more than 8 and up to 9 hours a day. In the remaining factories (i.e., about 18 per cent.), the spread over was more than 9 and up to 10 hours a day. The percentage of Cashewnut factories where rest interval was up to 1 hour was about 82 and, in the remaining factories, it was more than 1 hour and up to 2 hours. Details appear in Statement 4.1.

#### STATEMENT 4.1

*Estimated Percentage Distribution of Factories According to Duration of Spread-over and Rest-interval*  
(1965-66)

Centre	Total Number of Fac- tories	Percentage of Factories Where Spread-over was				Percentage of Factories where Rest-interval was			
		More than 8 and up to 8½ hours	More than 8½ and up to 9 hours	More than 9 & up to 9½ hours	More than 9½ & up to 10 hours	½ hour and less	More than ½ and up to 1 hour	More than 1 and up to 1½ hours	More than 1½ and up to 2 hours
1	2	3	4	5	6	7	8	9	10
1. Kerala ..	189	—	97.7	2.3	—	—	97.7	2.3	—
Large Factories ..	111	—	93.2	3.8	—	—	96.2	3.8	—
Small Factories ..	78	—	100.0	—	—	—	100.0	—	—
2. Residual ..	46	4.4	13.0	16.5	66.1	4.4	13.0	16.5	66.1
Large Factories ..	8	25.0	75.0	—	—	25.0	75.0	—	—
Small Factories ..	38	—	—	20.0	80.0	—	—	20.0	80.0
3. All India ..	235	0.8	81.2	5.1	12.9	0.8	81.2	5.1	12.9
Large Factories ..	119	1.7	94.7	3.6	—	1.7	94.7	3.6	—
Small Factories ..	116	—	67.2	6.6	26.2	—	67.2	6.6	26.2

There was only one large factory in the Residual Group which was employing children and their daily hours of work were fixed at 4 with no rest interval. However, it was observed that the children worked for more than 4 hours not because of any compulsion from the management but because they were piece-rated workers and could earn more by putting in more time.

#### 4.3. *Dust and Fumes*

It was reported that there was no process giving off considerable amount of dust in any of the Cashewnut factories surveyed.

As regards fumes, about 79 per cent. of the Cashewnut factories (comprising about 70 per cent. of large and about 88 per cent. of small factories) were reportedly having processes such as roasting and heating of raw Cashewnuts which gave off fumes. It was observed that about 88 per cent. of such factories (comprising all large and about 78 per cent. of small ones) had adopted some protective measures. Besides local exhaust ventilation which had been provided by all, about 6 per cent. had provided general exhaust system also. About 91 per cent. of the factories had isolated processes giving off fumes from other processes. None of the factories had, however, provided any respiratory equipment to the workers as a safeguard against fumes.

House-keeping, i.e., dusting, cleaning and arrangement of articles, etc., was either good or satisfactory in about 76 per cent. of the Cashewnut factories having fume-giving processes. In the rest of the units, however, it left much to be desired.

#### 4.4. *Seating Arrangements*

Under the Factories Act, 1948, it is obligatory on the part of the managements to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of work. This aspect was enquired into during the course of the present Survey and it was found that the percentage of the Cashewnut factories where workers were obliged to work in a standing position stood at about 74 and, from amongst them, about 91 per cent. of the factories had provided seating arrangements for the workers. Of the factories providing seating arrangements, about 13 per cent. had provided the facility for all workers who were obliged to work in a standing position whereas the remaining factories (i.e., about 87 per cent.) had provided it for a few such workers only. The reasons advanced by the defaulting managements for non-provision of seats were impracticability due to nature of work, shortage of space, etc.

#### 4.5. *Conseruancy*

The Factories Act, 1948, has made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standard of such arrangements. The present Survey has revealed that all the Cashewnut factories had provided latrines. About 9 per cent. of them had water-borne sewer type latrines, about 24 per cent. water-borne septic tanks, about 38 per cent. dry-type bore holes and about 25 per cent. dry-type pans. The remaining factories (i.e., about 4 per cent.) had more than one type of latrines mentioned

above. Permanent latrines had been constructed by the managements of about 96 per cent. of the factories and, in the rest, they were of temporary construction. Water taps in or near the latrines were provided in about 53 per cent. of the factories. Proper screening arrangements to ensure privacy existed in about 87 per cent. of the Cashewnut factories. Women were employed in 97 per cent. of the factories and almost all of them had provided separate latrines for their use. The floors of latrines were mostly impervious. The latrine walls had been plastered in about 73 per cent. of the factories and tarred in the remaining factories. It was reported that about 44 per cent. of the factories had an adequate number of latrines as judged from the requirement of law.

Urinals, in addition to latrines, had been provided in about half of the Cashewnut factories at the Industry level. About 46 per cent. of the factories providing urinals had employed women and they had provided separate facility for their use. The percentage of the factories where urinals were properly screened stood at about 85. In all cases, the floors of urinals were impervious. The urinal walls were found to have been plastered in about 76 per cent. of the Cashewnut factories and tarred in the remaining units. It was observed that in about 42 per cent. of the Cashewnut factories having urinals, their number was adequate. In about 96 per cent. of the factories, construction of urinals was permanent.

#### 1.6. *Leave and Holidays with Pay*

Annual leave (i.e., earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948. All other types of leave facilities have come in vogue either as a result of mutual agreements between the employers and the employees or as a consequence of adjudication awards. Some of the State Governments have also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. Statement 4.2 shows different types of leave and holidays with pay that the workers in the Cashewnut Industry were enjoying at the time of the Survey.

#### STATEMENT 4.2

#### *Estimated Percentage of Factories Granting Various Types of Leave and Holidays with Pay* (1965-66)

Centre	Total Number of Factories	Percentage of Factories Granting			National and Festival Holidays
		Earned Leave	Casual Leave	Sick Leave	
1	2	3	4	5	6
1. <i>Kerala</i>	189	100.0	44.4	—	100.0
<i>Large Factories</i> ..	111	100.0	69.2	—	100.0
<i>Small Factories</i> ..	78	100.0	9.1	—	100.0
2. <i>Residual</i> ..	46	33.9	13.0	13.0	33.9
<i>Large Factories</i> ..	8	100.0	75.0	75.0	100.0
<i>Small Factories</i> ..	38	20.0	—	—	20.0
3. <i>All India</i> ..	235	87.1	38.3	2.6	87.1
<i>Large Factories</i> ..	119	100.0	69.6	5.0	100.0
<i>Small Factories</i> ..	116	73.8	6.1	—	73.8

#### 4.6.1. Earned Leave

It is estimated that nearly 87 per cent. of the Cashewnut factories in the country (comprising all large and about three-fourths of small ones) were granting earned leave with pay to their employees. While in Kerala all the factories surveyed granted earned leave with pay to their workers, the proportion of such factories in the Residual Group was nearly 34 per cent. As regards the period of leave, qualifying conditions and rate of payment, the managements generally followed the provisions of the Factories Act, 1948, in this regard.

Data were also collected in respect of the number of workers who were granted earned leave during 1964 and the extent of leave actually availed of by them. The findings appear in Statement 4.3.

#### STATEMENT 4.3

##### *Estimated Number of Workers Granted Earned Leave with Pay (1964)*

Centre	Average Daily Employment in 1964	Number of Workers who enjoyed Leave	Percentage of Workers who enjoyed Leave to the Total Employed	Percentage Distribution of Workers who Enjoyed Leave						
				Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 and up to 20 days	Over 20 and up to 25 days	Over 25 and up to 30 days	Over 30 days
1	2	3	4	5	6	7	8	9	10	11
1. Kerala ..	80,457	4,490	5.6	3.3	17.7	26.0	16.3	35.7	0.4	0.6
Large Factories	66,881	3,534	5.3	4.2	22.2	31.7	19.6	22.3	—	—
Small Factories	13,576	956	7.0	—	1.3	5.1	3.9	85.2	1.9	2.6
2. Residual ..	7,753	1,691	21.8	—	1.4	95.3	3.1	0.2	—	—
Large Factories	5,474	116	2.1	—	19.8	31.0	45.7	3.5	—	—
Small Factories	2,279	1,575	69.1	—	—	100.0	—	—	—	—
3. All India ..	88,210	6,181	7.0	2.4	13.2	45.0	12.7	26.0	0.3	0.4
Large Factories	72,355	3,650	5.0	4.1	22.1	31.7	20.4	21.7	—	—
Small Factories	15,855	2,531	16.0	—	0.5	64.2	1.4	32.2	0.7	1.0

The Statement shows that only 7 per cent. of the workers in the Cashewnut Industry availed themselves of earned leave with pay during 1964. The proportion of such workers was higher in the Residual Group (about 22 per cent.) than that in Kerala (about 6 per cent.). The proportion of those availing of this facility was higher in small factories than large ones, both at the centre and all-India levels. As regards the period of leave availed of, comparatively more workers (i.e., 45 per cent.) took leave for a period of over 10 and up to 15 days. Workers who enjoyed leave up to 10 days accounted for about 16 per cent. of the total while those who enjoyed over 15 and up to 25 days formed about 39 per cent. of the total workers. Very few workers took leave for over 25 days.

#### 4.6.2. Casual Leave

It was observed during the Survey that about 70 per cent. of the large factories and about 6 per cent. of the small factories or about 38 per cent. of the factories in the country, as a whole, were allowing casual leave with

pay to their employees (Statement 4.2). The proportion of factories allowing such leave was very much higher (i.e., about 44 per cent.) in Kerala as compared to the Residual Group (13 per cent.). In a majority of the factories, only monthly-rated workers were allowed this facility. Generally, no conditions were attached to the grant of this leave. Excepting one factory where only basic pay was given, all other factories allowing casual leave were paying the workers at full rates for the period of leave. The period of casual leave was up to 10 days in a year in about 93 per cent. of the factories having this facility, between 11 and 15 days in nearly 2 per cent. and over 15 days in the remaining 5 per cent.

#### 4.6.3. *Sick Leave*

In areas where the Employees' State Insurance Scheme has been implemented, the benefit of sick leave with wages is ordinarily available to the employees covered under the above scheme. During the course of the present Survey, information regarding sick leave was collected from those units only where the sick leave facility was being granted by the managements, irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. The Survey revealed that only 3 large Cashewnut factories in the Residual Group, constituting about 3 per cent. of the factories in the country, granted sick leave with pay to their workers. In two of these factories, all monthly-rated workers were allowed sick leave, in one for 15 days in a year and in the other for 7 days. In the remaining one factory, the benefit was limited to only managerial and clerical staff who were allowed 12 days' sick leave in a year. Production of a medical certificate was essential in all the factories. In all the three factories, the workers were paid at full rates for the period of sick leave.

#### 4.6.4. *National and Festival Holidays*

The practice of granting national and/or festival holidays with pay was prevalent in all factories in Kerala and about 34 per cent. of the factories in the Residual Group or about 87 per cent. of the factories in the country, as a whole. In about 99 per cent. of the factories granting national and/or festival holidays, the number of holidays was between 6 and 10 in a year and, in the rest, it was up to 5 days in a year. In about 89 per cent. of the factories granting such holidays, all workers were entitled to the benefit while, in the rest, it was restricted to only certain categories of employees such as monthly-paid staff, permanent workers, etc. In nearly 54 per cent. of the units, no conditions were attached to the grant of these holidays. In the rest (i.e., about 46 per cent.), the conditions attached were a minimum of one month's or one year's service, permanency, etc. In all the factories, the workers were paid their full pay or full basic pay for such holidays.

#### 4.7. *Weekly Off*

It was observed that all the Cashewnut factories surveyed in the country were complying with the provision of the Factories Act, 1948, regarding grant of a weekly day of rest to workers. A note-worthy feature in the Industry was that, despite the absence of any legal binding, about 94 per cent. of the factories were allowing such offs with pay. In a vast majority of the pay. In the remaining few units, permanency or a minimum of one month's pay. In the remaining few units, permanency or a minimum of one month's or one year's service was insisted upon. All the factories allowing weekly off with pay paid the workers at full rates,

## CHAPTER V

### WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various committees or commissions appointed in India, from time to time, for enquiring into the conditions of industrial labour, have never failed to pin-point the urgency and utility of ameliorative measures in order to promote the welfare of workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of the workers which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the extent to which the managements of Cashewnut factories in India had actually provided welfare facilities to their workers. The information collected both in respect of obligatory and non-obligatory welfare facilities is presented in the following paragraphs.

#### 5.1. *Drinking Water Facilities*

Suitable arrangements for the supply of drinking water were found to be existing in all the units surveyed. However, the type of facility provided varied widely. The most common arrangement was in the form of earthen pitchers which existed in about 52 per cent. of the Cashewnut factories. Other arrangements were in the form of water taps, tube wells, buckets or drums, etc. Details appear in Statement 5.1.

**STATEMENT 5.1**  
*Drinking Water Facility in the Cashewnut Industry*  
(1965-66)

Centre	Total Number of Factories	Estimated Percentage of Factories where Drinking Water Facility Existed	Estimated Percentage of Factories where water was Supplied Through						Estimated Percentage of Factories of two or more i.e., taps, making earthen pitchers, etc. for Supply of Cool Water in Summer
			Water Taps	Tube wells	Earthen Pitchers	Buckets or drums	Wells	Combination of two or more	
1	2	3	4	5	6	7	8	9	10
1. Kerala ..	189	100.0	6.0	13.6	62.4	14.3	—	3.7	72.2
Large Factories	111	100.0	3.9	23.1	61.5	11.5	—	—	65.4
Small Factories	78	100.0	9.1	—	63.6	18.2	—	9.1	81.8
2. Residual ..	46	100.0	4.3	—	8.7	16.5	49.6	20.9	13.0
Large Factories	8	100.0	25.0	—	50.0	—	—	25.0	75.0
Small Factories	38	100.0	—	—	—	20.0	60.0	20.0	—
3. All-India ..	235	100.0	5.7	10.9	51.9	14.7	9.7	7.1	60.6
Large Factories	119	100.0	5.3	21.5	60.8	10.7	—	1.7	66.0
Small Factories	116	100.0	6.1	—	42.8	18.8	19.6	12.7	55.0



The Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of latrines and urinals. The Survey has shown that about 20 per cent. of the small factories, comprising about 10 per cent. of the Cashewnut factories in the country, had not complied with this provision of the law. All these factories were located in the Residual Group. The Factories Act also provides that every factory employing more than 250 workers should supply drinking water, cooled by ice or other effective method, during the summer months. It is estimated that about 69 per cent. of the Cashewnut factories in the country, as a whole, were under such a statutory obligation and, of them, about 62 per cent. (comprising 64 per cent. of the factories in Kerala and 38 per cent. in the Residual Group) had fulfilled this obligation. Some of the factories, even though under no such statutory obligation, had also made arrangements for the supply of cool drinking water during the summer months and, thus, in the Industry, as a whole, such arrangements existed in about 61 per cent. of the Cashewnut factories. In all these factories, the arrangement for the supply of cool water was earthen pitchers.

### 5.2. *Washing Facilities*

The Factories Act, 1948, provides that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. It was observed during the Survey that about 90 per cent. of the Cashewnut factories in the country (comprising all factories in Kerala and half of those in the Residual Group) had provided washing facilities. The factories which had lagged behind in this matter were all small establishments located in the Residual Group. Of the units providing washing facility, about 69 per cent. had stored water in receptacles for washing purposes and about 27 per cent. had provided taps on stand pipes. In the rest of the factories (i.e., about 4 per cent.), well water, with or without receptacles, was being used for the purpose. Of the factories employing women and providing washing facilities, about 68 per cent. (comprising 68 per cent. of the factories in Kerala and 67 per cent. in the Residual Group) had provided separate washing arrangements for their use and about 70 per cent. of them had properly screened the washing places to afford privacy.

Some cleansing material like soap, soda, kerosene oil, etc., was being supplied to workers in all the Cashewnut factories providing washing facilities.

### 5.3 *Bathing Facilities*

It was found during the course of the Survey that only one large Cashewnut factory visited in Kerala, constituting about 2 per cent. of the Cashewnut factories in the country, had provided a bath-room which was common both for men and women. The bath-room was used for bathing as well as washing purposes. It was kept clean.

### 5.4. *Canteen*

The Factories Act, 1948, empowers the State Governments to make rules requiring that in any specified factory, wherein more than 250 workers are ordinarily employed, a canteen or canteens according to the prescribed standard should be provided for the use of the workers. It is estimated on the basis of the findings of the Survey that about 69 per cent. of the factories in the country (comprising all large and about 37

per cent. of small ones) were under a statutory obligation to provide canteens and, out of them, about 78 per cent. (comprising about 82 per cent. of large and 66 per cent. of small factories) had fulfilled their obligation. About 16 per cent. of the units in Kerala and 26 per cent. in the Residual Group were defaulters in this respect. No other factory had provided any canteen voluntarily. Thus, in the Industry, as a whole, canteens had been provided by about 54 per cent. of the Cashewnut factories.

Data collected further show that in about 67 per cent. of the factories having canteens, only tea, coffee and snacks were sold whereas in the remaining 33 per cent., meals could also be had. About 91 per cent. of the Cashewnut factories running canteens were found to have made adequate drinking water arrangements in the canteens. The defaulting units were all small factories located in Kerala. In about 93 per cent. of the units providing canteens, they were being run by the contractors and in the remaining units (i.e., about 7 per cent.), they were run by the managements. Only one large unit in the Residual Group, constituting about 2 per cent. of the units providing canteens, had a Canteen Managing Committee. The Committee was, however, not fixing the prices of the articles sold in the canteen. In about 64 per cent. of the units having canteens, the prices of the articles sold were fixed by the contractors and in nearly 16 per cent., they were fixed by the managements. In the remaining units (i.e., about 26 per cent.), the prices were fixed by the contractors in consultation with the management. Price lists had, however, not been displayed in any of the canteens. In about 58 per cent. of the units, the canteens were selling articles at subsidised rates; in about 36 per cent. at market rates and in the remaining units (i.e., about 6 per cent.), at a price lower than market rates. Only about 7 per cent. of the units were giving subsidies to the Canteens on a regular basis and the rest gave such subsidies only occasionally.

Of the total estimated number of workers employed the Cashewnut factories having canteens, nearly 62 per cent. (comprising about 63 per cent. of the workers in Kerala and about 61 per cent. in the Residual Group) were reported to be visiting the canteens daily. It was also observed that the location of canteens was satisfactory in about 94 per cent. of the units. As regards hygienic conditions of canteens, they were found to be either good or satisfactory in about three-fourths of them. In the remaining factories, they left much to be desired.

### 5.5. *Creches*

The factories Act, 1948, makes it obligatory for all factories employing more than 50 women workers to maintain a creche of prescribed standard. It has been estimated that about 81 per cent. of the Cashewnut factories in the country (comprising all large and about 62 per cent. of small factories) were under a statutory obligation to provide creches and, out of them, about 80 per cent. (comprising 86 per cent. of large and about 70 per cent. of small factories) had fulfilled their obligation. The compliance with the law was to the extent of about 85 per cent. in Kerala and nearly 26 per cent. in the Residual Group. No other factory had provided the creche facility voluntarily. Thus, in the Industry, as a whole, creches existed in about 65 per cent. of the factories in all, of which 78 per cent. were in Kerala and 9 per cent. in the Residual Group.

In about 64 per cent. of the factories providing creches, they were found to be properly lighted and ventilated and in about 97 per cent. of the factories, they were maintained in a clean and tidy condition. In about 81 per cent. of the factories, the creches were situated in congenial surroundings; in about 10 per cent. of the factories, the creche buildings conformed to the prescribed standard and in only 3 per cent. of the factories, the creches were adequately furnished. Children attending the creches were supplied milk in about 99 per cent. of the factories providing creches, towels in about 10 per cent., soap in nearly 7 per cent., toys and refreshment in about 3 per cent. each and clean clothes in about 1 per cent. of the factories.

#### 5.6. *Lockers*

The Survey results show that locker facilities for keeping workers' clothing not worn during working hours were altogether non-existent in the Cashewnut Industry.

#### 5.7. *Rest Shelters*

The Factories Act, 1948, lays down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest-rooms should be provided and maintained for the use of workers. However, if the factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not binding. The present Survey has shown that only about 27 per cent. of the Cashewnut factories in the country (comprising about 28 per cent. of the units in Kerala and 25 per cent. in the Residual Group) were statutorily obliged to provide rest shelters as they employed more than 150 workers each and did not have a canteen. Of these, nearly 64 per cent. (all of them situated in Kerala and representing about 78 per cent. of the factories in that Centre) were reported to have provided rest shelters. The reasons given by the defaulting managements for not complying with the provision of the law in this respect were such as, the workers were residing in the nearby villages and they went home to take rest/meals during the rest interval, the rest shelter was under construction, etc. Besides those factories which were legally required to construct rest shelters, a number of units had provided the facility voluntarily. Thus, in the Industry, as a whole, it is estimated that the percentage of factories having rest shelters, whether under obligation or otherwise stood at about 68. These comprised about 82 per cent. of the factories in Kerala and about 9 per cent. in the Residual Group.

In about 13 per cent. of the factories having rest shelters, the rest shelters were found to be of the prescribed standard; in about 77 per cent. they afforded adequate protection from weather; in about 81 per cent., they were cool; in about 69 per cent., they were maintained in a tidy condition; in about 33 per cent., they were sufficiently lighted and in about 96 per cent. they were sufficiently ventilated. Arrangements for drinking water existed in about half the rest shelters and in only about 16 per cent. of the factories, the rest shelters were furnished.

#### 5.8. *Recreation Facilities*

There were only 3 Cashewnut factories, one large in Kerala and two—one large and one small—in the Residual Group, which had provided some facilities for recreation of their workers. At the all-India level, these

factories formed about 6 per cent. of the total number of factories. All the three factories had provided radio sets. The large factory in the Residual Group had also made arrangements for playing football. Apart from these, there was no other facility.

In all the three factories, such facilities were financed from *ad hoc* contributions by the managements and they were available to all the workers. In all of them, the facilities were managed by the employers.

Three other units—2 in Kerala and one in the Residual Group—constituting about 7 per cent. of the Cashewnut factories in the country, were celebrating religious and social functions.

### 5.9. Educational Facilities

None of the Cashewnut factories surveyed had provided any educational facilities for the children of its employees. Arrangements for adult education also did not exist in any of the factories surveyed.

### 5.10. Medical Facilities

#### 5.10.1. Hospitals or Dispensaries

Except for first-aid boxes and ambulance rooms the law does not require employers to provide any other medical facility. It was also observed during the Survey that none of the Cashewnut factories covered has provided any hospital or dispensary for the benefit of its employees.

#### 5.10.2. Ambulance Rooms

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the standard as well equipment of such rooms. The Survey has revealed that about 84 per cent. of the large factories, comprising about 85 per cent. of such factories in Kerala and 75 per cent. in the Residual Group, and representing nearly 43 per cent. of all Cashewnut factories in the country were under a statutory obligation to provide ambulance rooms. Of these, only about two thirds of the factories in the Residual Group (representing 3 per cent. of the factories under obligation) had complied with the law. At the Industry level also, these were the only units (two in number) having ambulance rooms and they comprised hardly 2 per cent. of all Cashewnut factories in the country. The ambulance rooms in both the factories were fully equipped. The ambulance room in one of the factories had only one nurse on its staff and in the other factory, it was looked after by a clerk who had been serving as a nurse in the ambulance room prior to the implementation of the Employees' State Insurance Scheme in the factory.

#### 5.10.3. First-aid Boxes

The Factories Act, 1948, lays down that every factory should maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Such boxes must contain the prescribed items and should be readily accessible to workers during all the working hours. The Survey results show that about 90 per cent. of the Cashewnut factories in the country (comprising 95 per cent. of the factories in Kerala and 67 per cent. in the Residual Group) had provided first-aid boxes. Compliance with law in this respect was to the extent of 93 per cent. in the case of large factories and about 87 per cent. in the case of small factories. As regards

contents of the first-aid boxes, they were found to be complete in only about 19 per cent. of the Cashewnut factories providing first-aid boxes and, in the rest of the factories, they were found to be deficient in one or more items. The proportion of the Cashewnut factories where the first-aid boxes were easily accessible was about 96 per cent.

The Factories Act also provides that all first-aid boxes must be kept under the charge of trained first-aiders. However, it was found that in only about 7 per cent. of the large factories having such boxes, or about 4 per cent. of the Cashewnut factories in the country, all the first-aid boxes were under the charge of trained first-aiders. The proportion of the factories where the first-aid boxes were under the charge of trained first-aiders was estimated at about 2 and 13 per cent. in Kerala and the Residual Group respectively. All the first-aiders had received training under either St. John's Ambulance or the Red Cross.

### 5.11. *Transport Facilities*

None of the Cashewnut factories surveyed provided any transport facilities to its workers.

### 5.12. *Other Amenities*

There were only 3 factories in Kerala, one large and two small, constituting about 8 per cent. of the Cashewnut factories in the country, which had provided co-operative stores. Only the large factory was giving some financial aid to the co-operative store.

About 27 per cent. of the factories provided some protective equipment like chappals and uniforms to the workers. These comprised about 28 per cent. of the factories in Kerala and nearly 25 per cent. of the units in the Residual Group.

### 5.13. *Housing Facilities*

The present Survey has shown that only one large Cashewnut factory covered in Kerala, constituting about 2 per cent. of the Cashewnut factories in the country as well as in that centre, had provided housing accommodation to its workers. There were only three single-room *pucca* houses which had been allotted to three managerial and clerical employees, who constituted even less than one per cent. of the total employment in the unit. At the Industry level, these workers constituted a negligible\* proportion of the total working force. No rent was being charged from any of the allottees.

No house-building facilities were being provided to the employees in any of the Cashewnut factories surveyed.

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\* 0.02 per cent.

## CHAPTER VI

### SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act, 1923. Women workers, in addition, were entitled to maternity benefits under State Acts. However, after Independence, there has been a considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952, and, to a certain extent, as a result of adjudication awards. The following paragraphs describe briefly the social security benefits being enjoyed by workers in the Cashewnut factories in the country as revealed by the Survey.

#### 6.1. *Provident Fund Schemes*

The Survey results show that provident fund schemes were in existence in about 92 per cent. of the factories in Kerala and 46 per cent. of the units in the Residual Group or about 83 per cent. of the Cashewnut factories in the country. An estimated number of about 85,600 workers in the Cashewnut Industry, i.e., about 80 per cent. of the total, were members of provident fund schemes as on 31st March, 1965. Details appear in Statement 6.1.

#### STATEMENT 6.1

*Estimated Proportion of Factories having Provident Fund Schemes, etc.*  
(1964-65)

Centre				Total Number of Factories	Percentage of Factories having Provident Fund Schemes	Total Number of Workers employed as on 31-3-1965	Percentage of Workers who were Members of the Provident Fund Schemes as on 31-3-1965
1				2	3	4	5
1. Kerala	..	..	..	189	92.5	98,291	80.4
Large Factories	..	..	..	111	100.0	82,037	84.4
Small Factories	..	..	..	78	81.8	16,254	60.0
2. Residual	..	..	..	46	46.1	8,950	73.4
Large Factories	..	..	..	8	75.0	6,695	74.6
Small Factories	..	..	..	38	40.0	2,255	69.8
3. All India	..	..	..	235	83.4	1,07,241	79.8
Large Factories	..	..	..	119	98.3	88,732	83.7
Small Factories	..	..	..	116	68.1	18,509	61.2

\* Covered under the Factories Act, 1948.

The Survey has further revealed that in all the factories where provident fund schemes were in existence, the provident funds had been set up under the Employees' Provident Fund Scheme framed by the Government of India in 1952 and, consequently, the rate of contribution, conditions of eligibility, etc., were the same as laid down in the Scheme. No other provident fund scheme existed in any of the factories surveyed.

### 6.2. *Pension Schemes*

None of the Cashewnut factories covered during the Survey had introduced any pension scheme for the workers.

### 6.3. *Gratuity Schemes*

A gratuity scheme, providing for payment of gratuity in the event of retirement death and voluntary resignation, was in force in only one large factory surveyed in the Residual Group. The scheme did not provide for payment of gratuity in the event of termination of service by employer. The scheme covered monthly-paid staff only. Daily-rated and piece-rated employees were given gratuity as an *ex-gratia* payment at the discretion of the management. For monthly-rated staff, the qualifying condition for gratuity was a minimum of 5 years' service in the event of death and a minimum of 15 years' service in case of both voluntary resignation and retirement. The rate of payment was half a month's basic wages for each completed year of service subject to a maximum of 15 months' basic wages. Employees retiring after putting in more than 25 years' service were entitled to additional  $\frac{1}{4}$  month's basic wages for each completed year of service in excess of 25 years.

### 6.4. *Maternity Benefits*

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in factories, exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act.

Wherever the Employees' State Insurance Scheme was in operation at the time of the Survey, maternity benefits were payable to the Employees under this Scheme. As mentioned elsewhere, women were employed in 97 per cent. of the Cashewnut factories in the country. Data collected during the Survey indicate that maternity benefit claims were made and accepted for payment during the year 1964 in about 57 per cent. of the factories. Of a total of 10,170 claims for maternity benefits made during 1964, as many as 10,049 were accepted for payment.

### 6.5. *Industrial Accidents*

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employees' State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all Cashewnut factories excepting those covered under the Employees' State

Insurance Scheme. However, during the present Survey, information in respect of number and nature of industrial accidents was collected from all the sampled factories whether covered or not under the Employees' State Insurance Scheme. The Statistics show that, on the whole, an estimated number of 25 workers in the industry were involved in accidents during 1964, which had occurred in about 9 per cent. of the large factories or about 4 per cent. of the Cashewnut factories in the country. The rate of accidents per thousand workers, based on the estimate of average number employed during 1964, as also distribution of workers involved by nature of accidents are given in Statement 6.2.

### STATEMENT 6.2

#### *Estimated Proportion of Workers Involved in Accidents by Nature of Accidents*

(1964)

Centre	Average Number of Workers Employed	Number of Workers Involved in Accidents per 1000 Workers Employed Resulting in			
		Death	Permanent Disability	Temporary Disability	Total
1	2	3	4	5	6
1. Kerala .. ..	80,457	—	—	0.2	0.2
Large Factories ..	66,881	—	—	0.2	0.2
Small Factories ..	13,576	—	—	—	—
2. Residual .. ..	7,753	—	—	1.4	1.4
Large Factories ..	5,474	—	—	2.0	2.0
Small Factories ..	2,279	—	—	—	—
3. All India .. ..	88,210	—	—	0.3	0.3
Large Factories ..	72,355	—	—	0.4	0.4
Small Factories ..	15,855	—	—	—	—

It will be seen from the Statement that the rate of accidents per thousand workers employed worked out to a negligible figure. All the workers involved in accidents suffered only temporary disabilities.

#### 6.6. Occupational Diseases

During the present Survey, no Cashewnut factory reported the existence of any occupational disease afflicting its workers.



## CHAPTER VII

### INDUSTRIAL RELATIONS

During the post-war years, particularly after Independence, considerable thought and action have been devoted to matters pertaining to improvement of labour-management relations in India. Various legislative measures passed by the Government of India, notably the Industrial Disputes Act, 1947, and by the State Governments, have gone a long way in improving industrial relations in the country. During the present Survey, information was collected on some important aspects of industrial relations in the Cashewnut Industry and the findings are discussed in the following paragraphs:

#### 7.1. *Industrial Disputes*

Data pertaining to industrial disputes in the Cashewnut Industry were not collected during the present Survey since the same were already available in the Labour Bureau. Such information in respect of the number of industrial disputes in the Cashewnut Industry and consequent loss of man-days during the years 1963—65 is given in the following Statement 7.1.

#### STATEMENT 7.1

*Number of Disputes Resulting in Work-stoppages, Workers Involved and Man-days Lost in the Cashewnut Industry (1963 to 1965)*

Year					Number of Disputes*	Number of Workers Involved	Number of Mandays Lost (in '000s)
1963	..	..	..	..	10	6,961	39
1964	..	..	..	..	9	8,876	96
1965	..	..	..	..	10	60,713	424

It would be seen from the above Statement that as compared to 1963 and 1964, the loss of man-days during 1965 was much higher. In this year, there was a major strike in Kerala over the demand for bonus payment which alone involved about 57 thousand workers and was responsible for the loss of as many as about 249 thousand man days. Besides, there were three strikes in Mysore State in 1965, all of which were in support of the demand for payment of bonus and dearness allowance as per the Industrial Tribunals Award. These three strikes together involved 2.7 thousand employees and accounted for a loss of nearly 168 thousand man-days.

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\* Resulting in work-stoppages on account of strikes and lock-outs and involving 10 or more workers.

## 7.2. Trade Unionism

It is estimated that, in the industry, as a whole, workers were organised into trade unions in about 66 per cent. of the Cashewnut factories and 77 per cent. of them were members of unions. Details appear in Statement 7.2.

### STATEMENT 7.2

*Estimated Percentage of Factories where Workers were Members of Trade Unions, etc.*

(1965-66)

Centre	Number of Factories	Percentage of Factories where workers were Members of Trade Unions	Total Number of Workers <sup>a</sup> Employed as on 31-3-1965	Percentage of Workers who were Members of Trade Unions	Percentage of Factories where Trade Unions (same as all) were Recognised
1	2	3	4	5	6
1. <b>Kerala</b> .. ..	189	79.7	98,291	80.6	100.0
Large Factories ..	111	81.6	82,037	80.8	100.0
Small Factories ..	78	72.7	16,254	79.7	100.0
2. <b>Residual</b> .. ..	46	8.7	8,950	37.5	100.0
Large Factories ..	8	50.0	6,695	50.2	100.0
Small Factories ..	33	—	2,255	—	—
3. <b>All India</b> .. ..	235	65.3	1,67,241	77.0	100.0
Large Factories ..	119	82.3	88,732	78.5	100.0
Small Factories ..	116	48.9	18,509	69.9	100.0

\* "Covered" under the Factories Act, 1948.

The Statement shows that there was a significant difference between Kerala and the Residual Group of factories both in the matter of percentage of Cashewnut factories where workers had organised themselves into trade unions and the membership of such unions. About 80 per cent. of the factories in Kerala had unions, with about 81 per cent. of the total employees as members, the respective percentage for the Residual Group being nearly 9 and 38. The managements of all the factories had accorded recognition to some or all trade unions functioning in their units. The Trade Unions in all the factories were registered under The Trade Unions Act, 1926. Multiplicity of trade unions was common in the Cashewnut Industry since only about one-fourth of the factories had a single union functioning in them. About 59 per cent. of the units had two unions each, 11 per cent. had three unions each and 5 per cent. had as many as four unions each. The main activity of all the trade unions was securing claims of their members, under the various Labour Acts. There was only one trade union which was providing relief to distressed members.

### 7.3. Collective Agreements

In the course of the Survey, information was collected in respect of collective agreements concluded between the employers and the employees in the sampled Cashewnut factories since 1956. It was found that about 94 per cent. of the factories in Kerala and about 9 per cent. in the Residual Group or about 77 per cent. of the Cashewnut factories in the country, had concluded such agreements. The subject matters of collective agreement covered a wide field such as payment of bonus, increase in dearness allowance and wages, etc.

### 7.4. Standing Orders

Under the Industrial Employment (Standing Orders) Act, 1946, framing of Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment and redress of grievances, etc., is obligatory for all those factories which employ 100 or more workers.

It is estimated that 81 per cent. of the Cashewnut factories in the country were under a statutory obligation to frame Standing Orders and that 90 per cent. of them had done so. Compliance to the law in this respect was to the extent of about 94 and 51 per cent. in Kerala and the Residual Group respectively. In addition, a few factories, though not under any statutory obligation to frame Standing Orders, had also done so voluntarily. Thus, in the Industry, as a whole, Standing Orders had been framed in 79 per cent. of the factories. In all cases, the Standing Orders had been framed under the Industrial Employment (Standing Orders) Act, 1946 and covered all categories of workers. All the factories having Standing Orders had got them certified by the competent authority.

Statement 7.3 gives details regarding existence of Standing Orders in the Cashewnut Industry.

#### STATEMENT 7.3

*Estimated Percentage of Factories where Standing Orders were Framed etc. (1965-66)*

Centre			Number of Factories	Percentage of Factories where Standing Orders were framed	Percentage of Factories under a Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were framed (of col. 4)	Percentage of Factories where Standing Orders were Certified
1			2	3	4	5	6
1. Kerala	..	..	189	94.0	92.5	93.5	100.0
Large Factories	..	..	111	96.2	100.0	96.2	100.0
Small Factories	..	..	78	90.9	81.8	88.9	100.0
2. Residual	..	..	46	17.4	33.9	51.3	100.0
Large Factories	..	..	8	100.0	100.0	100.0	100.0
Small Factories	..	..	38	—	20.0	—	—
All India	..	..	235	79.0	81.0	90.0	100.0
Large Factories	..	..	119	96.4	100.0	96.4	100.0
Small Factories	..	..	116	61.1	61.6	79.4	100.0

### 7.5. *Labour and Welfare Officers*

With a view to enabling employers to have better arrangements for personnel management and to help them in ensuring proper implementation of labour laws, a specific provision has been made in the Factories Act, 1948, requiring all factories employing 500 or more workers to appoint a Welfare Officer. The rules framed by the State Governments under the Act prescribe the functions and duties of these Officers.

It was observed that about 88 per cent. of the large factories or about 44 per cent. of the Cashewnut factories in the country, as a whole, were under a statutory obligation to appoint Welfare Officers and that about 24 per cent. of them (comprising about 22 per cent. of the factories in Kerala and 67 per cent. in the Residual Group) had fulfilled their obligation. Some of the other units had voluntarily appointed Labour Welfare Officers. Thus, such Officers were actually functioning in about 23 per cent. of all Cashewnut factories in the country, comprising about 27 per cent. of the units in Kerala and 9 per cent. in the Residual Group. These officers had a wide range of activities and were found to be performing all such duties as are prescribed in the Rules framed under the Factories Act. They were advising managements in regard to matters connected with the proper implementation of various labour laws. Maintenance of harmonious relations between the management and workers and organisation/supervision of labour welfare activities were also part of their duties. In two large factories, one in Kerala and the other in the Residual Group, they also appeared before the tribunals, etc., on behalf of the management in industrial disputes.

### 7.6. *Works/Joint Committees*

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act lays down that all those establishments which employ 100 or more workers shall constitute Works Committees. Some of the State Laws also provide for the constitution of Joint Committees in certain types of establishments.

The results of the present Survey have shown that 81 per cent. of the Cashewnut factories in the country, comprising about 93 and 34 per cent. of the factories in Kerala and Residual Group respectively, were under a statutory obligation to set up Works Committees. Of these, only one unit surveyed in the Residual Group, comprising about 1 per cent. of the factories at the all-India level, had constituted a Works Committee with 6 representatives of the management and 7 of the workers. Only 4 meetings of the Committee were held during the year ended 31st March, 1965. The items discussed in these meetings were such as, provision for drinking water at work places, supply of food articles to children attending the creche, supply of shelling and peeling equipment and of chappals and uniforms to certain employees, formation of Consumers' Co-operative Society, etc. Decisions were taken in all cases but were not implemented in one case only. The most common reason put forth by the managements of the defaulting units for not constituting the Works Committees was that the workers were illiterate and had unions and, consequently, they were not interested in the constitution of Works Committees. No other unit had constituted any such Committee voluntarily.

### 7.7. *Production and Other Committees*

None of the Cashewnut factories surveyed had set up production committee, safety committee or any other committee.

### 7.8. *Grievance Procedure*

With the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it became compulsory for all factories employing 100 or more workers to frame Standing Orders prescribing, *inter-alia*, the procedure to be followed for the redress of workers' grievances. As stated earlier, 79 per cent. of the Cashewnut factories in the country had framed Standing Orders and thus all such factories had a prescribed grievance procedure. However, according to the prevailing practice, grievances were usually submitted by the worker in writing, direct or through the union, to the manager. In some cases, the decision of the manager was final. In others, if the worker was not satisfied with the decision of the manager, he could approach the proprietor whose decision was final. There was no time limit fixed at any stage.

### 7.9. *Association of Workers with the Management*

The present Survey has shown that in none of the Cashewnut factories surveyed in the country, had the workers been associated with the management of the establishment

## CHAPTER VIII

### LABOUR COST

Information pertaining to labour cost was collected from sampled establishments, during the course of the present Survey, in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry relating to labour cost was modelled on the lines of the Study of Labour Costs in the European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of conditions obtaining in India. For instance, in view of the fact that, in India, wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and included under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off and retrenchment compensation, washing facilities, etc.

As mentioned earlier, the Survey started in April, 1965 and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for the year 1964. If, however, the financial year of the establishment did not coincide with the calendar year and it was not feasible to collect information for the year 1964, the field staff were asked to collect the data for the latest period of 12 months for which information was available subject to the condition that a major period of the year 1964 (6 months or more) was covered. The available data show that it was possible to collect information from most of the sampled establishments for the year 1964. Accordingly, the data on labour cost presented in the following paragraphs may be taken to refer broadly to the year 1964.

It may also be mentioned here that with a view to forming better estimate of labour cost, salaries and allowances, etc., as well as the mandays worked in respect of those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under Factories Act and were receiving less than Rs. 400 per month, were not included in the general heads "Wages", "Bonuses" and "Other Cash Payments" along with the similar amounts paid to workers who came within the scope of the Study. Expenses incurred in connection with such persons were recorded against the items for which they were employed.

#### 8.1. *Labour Cost per Man-day Worked*

Data in respect of mandays worked and wages and other earnings of the workers were collected for the above-mentioned period. Further, expenditure incurred by the employers on various welfare and social security measures, subsidy services, etc., representing the cost incurred by

the employers on labour, was also recorded in the course of the Survey. Based on the above, the average labour cost per man-day worked has been calculated and is given in Statement 8.1.

## STATEMENT 8.1

*Estimated Labour Cost Per Man-day Worked in the Cashewnut Industry (1964)*

(In Rupees)

Centre								
1								2
1. Kerala .. .. .	..	..	..	..	..	..	..	1.83
Large Factories ..	..	..	..	..	..	..	..	1.75
Small Factories ..	..	..	..	..	..	..	..	2.23
2. Residual .. .. .	..	..	..	..	..	..	..	1.68
Large Factories ..	..	..	..	..	..	..	..	1.66
Small Factories ..	..	..	..	..	..	..	..	1.76
3. All India .. .. .	..	..	..	..	..	..	..	1.82
Large Factories ..	..	..	..	..	..	..	..	1.74
Small Factories ..	..	..	..	..	..	..	..	2.18

The overall labour cost per man-day worked in the Cashewnut Industry, as a whole, was estimated at Rs. 1.82. The burden of the cost was higher in Kerala (Rs. 1.83) than in the Residual Group (Rs. 1.68). The labour cost was higher in small factories than that in large ones.

## 8.2. Components of Labour Cost

Statement 8.2 shows the distribution of the labour cost according to major heads under which the data were collected.

## STATEMENT 8.2

*Estimated Labour Cost per Man-day Worked by Components (1964)*

(In Rupees)

Centre		Wages	Premium Pay for Over-time and Late-shifts	Bonuses	Other Cash Payments	Money Value of Concessions in Kind	Social Security Contributions	
		(a)	(b)		(c)		Obligatory	Non-obligatory
1		2	3	4	5	6	7	8
1. Kerala .. .. .	..	1.57	*	0.10	—	*	0.13	*
		(85.49)	(0.01)	(5.73)		(0.01)	(7.18)	(0.05)
Large Factories ..	..	1.49	*	0.10	—	*	0.14	*
		(85.18)	(0.01)	(5.53)		(0.01)	(7.85)	(0.03)
Small Factories ..	..	1.93	*	0.15	—	—	0.10	*
		(86.68)	(0.02)	(6.52)			(4.61)	(0.11)
2. Residual .. .. .	..	1.44	0.01	0.10	*	—	0.10	*
		(85.88)	(0.62)	(5.63)	(0.14)		(5.69)	(0.02)
Large Factories ..	..	1.40	0.01	0.10	*	—	0.11	*
		(84.23)	(0.82)	(5.75)	(0.19)		(6.52)	(0.02)
Small Factories ..	..	1.60	—	0.10	—	—	0.05	—
		(91.07)		(5.45)			(3.10)	
3. All India .. .. .	..	1.56	*	0.10	*	*	0.13	*
		(85.52)	(0.05)	(5.73)	(0.01)	(0.01)	(7.07)	(0.05)
Large Factories ..	..	1.48	*	0.10	*	*	0.14	*
		(85.11)	(0.07)	(5.55)	(0.01)	(0.01)	(7.75)	(0.03)
Small Factories ..	..	1.90	*	0.14	—	—	0.10	*
		(87.06)	(0.02)	(6.43)			(4.48)	(0.10)

STATEMENT 8.2—*contd.*

Centre	Subsidies	Cost of Running Multipurpose Welfare Centres (Non-statutory)	Direct Benefits	Some Other Payments Related to Labour Cost	Others	Total
	(d)		(e)	(f)	(g)	
1	9	10	11	12	13	14
1. <i>Kerala</i> .. ..	0.03 (1.42)	—	—	*	*	1.83 (100.00)
Large Factories ..	0.02 (1.28)	—	—	*	*	1.75 (100.00)
Small Factories ..	0.05 (1.93)	—	—	*	*	2.23 (100.00)
2. <i>Residual</i> .. ..	0.02 (1.29)	—	—	*	1.01	1.68 (100.00)
Large Factories ..	0.03 (1.59)	—	—	*	0.01	1.66 (100.00)
Small Factories ..	0.01 (0.35)	—	—	*	—	1.76 (100.00)
3. <i>All India</i> .. ..	0.03 (1.41)	—	—	*	*	1.82 (100.00)
Large Factories ..	0.02 (1.31)	—	—	*	*	1.74 (100.00)
Small Factories ..	0.04 (1.79)	—	—	*	*	2.18 (100.00)

\* Less than Re. 0.005 per man-day worked.

NOTE—Figures within brackets are percentages to total in Col. 14. Percentages have been calculated by taking the figures up to 4 decimal places.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance, etc. and other *ex gratia* payments.

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by employers to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.

(g) Includes expenditure on miscellaneous items like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

### 8.2.1. *Wages*

This component comprises basic wage and dearness allowance, incentive/production bonus and attendance bonus received by employees. It was desired by the Bureau to collect data under this head in respect of the man-days worked alone but, in the course of the pilot enquiry, it was found that most of the employers did not maintain separate records of payments made for the days actually worked, and for leave and holiday periods. Consequently, the amount of basic wage and dearness allowance recorded included the sum paid for the days worked as well as not worked but paid for.



It will be noticed from Statement 8.2 that 'wages' constituted about 86 per cent. of the labour cost both in the Residual Group and at the Industry level. In Kerala, however, they represented about 85 per cent. of the cost. The 'wages' component was slightly higher in small factories (about 87 per cent.) than in large ones (about 85 per cent.) at the all-India level.

Statement 8.3 gives further break-up of the 'wages' cost into the various sub-groups, viz., basic wage and dearness allowance, incentive/production bonus and attendance bonus.

**STATEMENT 8.3**  
*Estimated Break-up of 'Wages' Cost by Components*  
(1964)

(In Rupees)				
Centre	Basic Wage and Dearness Allowance (or Consolidated Wages)	Incentive/Production Bonus	Attendance Bonus	Total
1	2	3	4	5
1. Kerala .. ..	1.57 (100.00)	*	—	1.57 (100.00)
Large Factories ..	1.49 (100.00)	*	—	1.49 (100.00)
Small Factories ..	1.93 (100.00)	—	—	1.93 (100.00)
2. Residual .. ..	1.44 (100.00)	—	—	1.44 (100.00)
Large Factories ..	1.40 (100.00)	—	—	1.40 (100.00)
Small Factories ..	1.60 (100.00)	—	—	1.60 (100.00)
3. All India .. ..	1.56 (100.00)	*	—	1.56 (100.00)
Large Factories ..	1.48 (100.00)	*	—	1.48 (100.00)
Small Factories ..	1.90 (100.00)	—	—	1.90 (100.00)

\* Less than Re. 0.005.

NOTE -Figures within brackets are percentages to total.

It is evident from the Statement (8.3) that, virtually, the entire cost on account of wages consisted of basic wage and dearness allowance or of consolidated wages where dearness allowance was not being paid separately. Cost on account of incentive or production bonus was negligible and that on attendance bonus nil.

### 8.2.2. Premium Pay for Overtime and Late Shift

Under this group, the premium part of pay for overtime, late shift and work on holidays was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for overtime work, the extra amount paid to him, i.e., one-half, was recorded against this item. The normal wages were included under the group 'wages'.

It would be seen from Statement 8.2 that premium payment for overtime work and late shifts accounted for only an insignificant proportion of the total labour cost per man-day worked.

### 8.2.3. Bonuses

Payments made to the workers in respect of festival and year-end bonuses were recorded under this item. As would appear from Statement 8.2, the combined cost in respect of these bonuses amounted to Re. 0.10 per man-day worked in each of the two Centres as well as at the industry level and comprised about 6 per cent. of the total labour cost in each case. The data collected also reveal that only one-fifth of the total bonus cost in the Industry was attributable to festival bonus and the remaining four-fifths to year-end bonus.

### 8.2.4. Other Cash Payments and Money Value of Concessions in Kind

The only item to which 'other cash payments' in the Cashewnut Industry pertained was some ex-gratia payments made by the management to certain daily-rated and piece rated workers at the time of retirement. This was reported by only one factory in the Residual Group. The total cost on account of such payments was insignificant.

Concessions in kind were such as supply of uniforms to certain categories of employees. These benefits were being enjoyed by workers in some of the units covered in Kerala. The money value of these concessions in kind also worked out to a negligible figure.

### 8.2.5. Social Security Contributions

Information in respect of this component of labour cost was collected under two heads:

(a) obligatory, i.e., those expenses, which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory, i.e., those social security contributions which the employers were making on a voluntary basis without any legal compulsion. It was observed during the Survey that very little expenditure was incurred by the managements on non-obligatory social security contributions. Almost the entire expenditure was on obligatory social security contributions which amounted to Re. 0.13 per man-day worked or about 7 per cent. of the total labour cost, thus being next in importance to 'wages'. Details about the labour cost in respect of various items of social security contributions for which the data were collected are given in Statement 8.4.

## STATEMENT 8.4

*Estimated Cost of Obligatory Social Security contributions per Man-day Worked*

(1964)

(In Rupees)

Centre	Provident Fund	Retirement Compensation	Compensation for Lay-off	Employees' State Insurance Contributions	Maternity Benefit	Gratuity	Total
1	2	3	4	5	6	7	8
1. Kerala .. ..	0.08 (63.72)	—	—	0.02 (14.68)	0.03 (21.60)	—	0.13 (100.00)
Large Factories ..	0.09 (62.88)	—	—	0.02 (15.14)	0.03 (21.98)	—	0.14 (100.00)
Small Factories ..	0.07 (68.84)	—	—	0.01 (12.07)	0.02 (19.09)	—	0.10 (100.00)
2. Residual .. ..	0.07 (73.67)2	—	—	0.02 (22.26)	0.01 (4.07)	—	0.10 (100.00)
Large Factories ..	0.07 (69.69)	—	—	0.03 (25.58)	0.01 (4.73)	—	0.11 (100.00)
Small Factories ..	0.05 (100.00)	—	—	—	—	—	0.05 (100.00)
3. All India .. ..	0.08 (64.26)	—	—	0.02 (15.15)	0.03 (20.59)	—	0.13 (100.00)
Large Factories ..	0.09 (63.31)	—	—	0.02 (15.76)	0.03 (20.93)	—	0.14 (100.00)
Small Factories ..	0.07 (70.70)	—	—	0.01 (11.27)	0.02 (18.03)	—	0.10 (100.00)

NOTE—Figures within brackets are percentages to total in Col. 8. Percentages have been calculated by taking the figures up to 4 decimal places.

It will be seen from Statement 8.4 that the expenditure on this account was only on three items, viz., Provident Fund, Employees' State Insurance Contributions and Maternity Benefits, and these items accounted for about 64, 15 and 21 per cent. respectively of the total labour cost on obligatory social security contributions.

8.2.6. *Subsidies*

Cost to employers for providing certain facilities and services to the workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Fund, Credit Unions and Other Financial Aid Services, Creches, Educational Services (e.g., Library, Reading Rooms, etc.), Recreation Services Clubs, Sports, Theatres,

Cinemas, etc.), Transport, Sanitation (at work places), Drinking Water Facilities, Vacation Homes etc. The amounts recorded included depreciation but excluded any capital expenditure. In the course of the pilot enquiry, it was noticed that in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately for the above-mentioned items and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees.

The cost of subsidies per man-day worked was only Re. 0.03 in the Cashewnut Industry, as a whole, forming about 1.4 per cent. of the total labour cost. Statement 8.5 gives details in respect of the cost on subsidies per man-day worked as revealed by the data collected during the Survey.

STATEMENT 8.5  
*Estimated Cost of Subsidies per Man-day Worked*  
(1964)

(In Rupees)

Centre			Medical and Health Care	Canteens	Restaurants and Other Food Services	Company Housing	Credit Unions	Creches	Educational Services
1			2	3	4	5	6	7	8
1. Kerala	..	..	—	*	—	*	*	0.02	—
				(11.15)		(0.39)	(1.15)	(53.46)	
Large Factories	..		—	0.01	—	*	*	0.01	—
				(15.11)		(0.44)	†	(52.45)	
Small Factories	..		—	*	—	—	*	0.03	—
				(0.93)			(3.49)	(56.74)	
2. Residual	..	..	*	0.01	0.01	—	—	*	—
			(0.46)	(26.27)	(22.12)			(10.14)	
Large Factories	..		—	0.01	0.01	—	—	*	—
				(27.76)	(24.33)			(10.65)	
Small Factories	..		*	—	—	—	—	—	—
			(9.68)						
3. All India	..	..	*	*	*	*	*	0.01	—
			†	(12.11)	(1.56)	(0.39)	(1.17)	(50.39)	
Large Factories	..		—	0.01	*	*	*	0.01	—
				(16.23)	(2.19)	(0.44)	†	(48.68)	
Small Factories	..		*	*	—	—	*	0.02	—
			(0.18)	(0.51)			(3.59)	(55.90)	

STATEMENT 8.5—*contd.*

Centre	Cultural Services	Recrea- tion Services	Sanita- tion	Drinking Water Facilities	Washing Facili- ties	Others	Total
1	9	10	11	12	13	14	15
<i>Kerala</i> .. ..	*	*	*	*	0.01	*	0.03
	(1.15)	†	(11.54)	(5.77)	(13.85)	(1.54)	(100.00)
Large Factories ..	—	*	*	*	*	*	0.02
		†	(10.67)	(4.44)	(15.56)	(1.33)	(100.00)
Small Factories ..	*	—	0.01	*	0.01	*	0.05
	(1.42)		(13.49)	(9.30)	(10.00)	(1.63)	(100.00)
2. <i>Residual</i> .. ..	*	*	*	*	*	*	0.02
	(0.92)	(0.46)	(21.60)	(5.33)	(10.69)	(1.84)	(100.00)
Large Factories ..	*	*	0.01	*	*	*	0.03
	(1.04)	(0.48)	(20.53)	(4.56)	(8.75)	(1.90)	(100.00)
Small Factories ..	—	—	*	*	0.01	—	0.01
			(35.48)	(17.74)	(37.10)		(100.00)
3. <i>All India</i> .. ..	*	*	0.01	*	0.01	*	0.03
	(1.17)	†	(12.11)	(5.86)	(13.63)	(1.56)	(100.00)
Large Factories ..	*	*	*	*	*	*	0.02
	†	†	(11.40)	(4.39)	(15.35)	(1.32)	(100.00)
Small Factories ..	*	—	0.01	*	0.01	*	0.04
	(1.61)		(13.85)	(9.48)	(10.26)	(1.62)	(100.00)

\* Less than Re. 0.005 per man-day worked.

† Percentage is less than 0.005.

Note—Figures within brackets are percentages to total in col. 15. They have been calculated by taking the amount up to 4 decimal places.

The Statement shows the main items of expenditure under this head were creches, sanitation, washing facilities and canteens.

### 8.2.7. Some Other Payments Related to Labour Cost

Under this group, expenses relating to recruitment, vocational training, apprenticeship and on-the-job medical services were recorded. A perusal of Statement 8.2 would show that this group accounted for an insignificant proportion of the total labour cost per man-day worked in the Industry, as a whole. The only item on which some expenditure was incurred was provision of on-the-job medical services.

### 8.2.8. Others

Data in respect of mandays worked and wages and other earnings of under any of the heads or sub-heads of the labour cost items were recorded. They related to the cost incurred by the employers in connection with the supply of protective equipments like aprons and chappals to workers, salaries of Labour/Welfare Officers, etc. The total cost incurred on account of all these items amounted to an insignificant figure in the Industry, as a whole, as is evident from Statement 8.2.

## CHAPTER IX

### SUMMARY OF FINDINGS

Cashewnut Industry, which is an important foreign exchange earner, is mainly concentrated in the South, particularly in Kerala. Statistics collected under the Factories Act, 1948, show that there were 267 registered Cashewnut factories in the country during 1965 with an average daily employment of about 99 thousand workers.

On the basis of the present Survey, it is estimated that, as on 31st March, 1965, the industry employed 107.5 thousand workers and almost all of them were covered under the Factories Act. Nearly 98 per cent. of the employees were 'Production and Related Workers (including Supervisory)' and the rest belonged to other categories.

The working force in the Industry comprised predominantly of women who formed about 88 per cent. of the total. Child labour was almost insignificant. Majority of the production workers (about 88 per cent.) were being paid on a piece-rate basis and the rest were all time-rated. Employment of workers through contractors was totally absent in the Industry. Almost all the working force had been recruited at the factory gate. As many as 87 per cent. of the production workers were permanent and 12.9 per cent. were temporary. The rest few were casual workers. Distribution of the workers according to their length of service shows that about 12 per cent. of the production workers employed in the Industry had put in 10 years' or more of service as on 31-3-1965 and about 18 per cent. had less than one year's service to their credit on this date.

Measures for reducing absenteeism had been taken in about 53 per cent. of the units in the country, as a whole. None of the units surveyed had, however, taken any measures to reduce labour turnover. Training and apprenticeship facilities did not exist in any of the Cashewnut factories surveyed in the country.

During March, 1965, the average daily earnings of 'Administrative, Executive and Managerial Personnel' were the highest, i.e., Rs. 5.71, followed by those of 'Professional, Technical and Related Personnel' (Rs. 4.96), 'Clerical and Related Workers (including Supervisory)' (Rs. 4.43) and 'Watch and Ward and Other Services' (Rs. 2.97). The average daily earnings of 'all workers' in the Cashewnut Industry, based on the Payment of Wages Act returns for the year 1965, were Rs. 1.74, nearly 80 per cent. of which comprised basic wage, 15 per cent. was attributable to cash allowances including dearness allowance and roughly 5 per cent. to bonuses.

About 70 per cent. of the units in the Industry, as a whole, were paying a separate dearness allowance to their workers. Except in one unit where its payment was linked with Consumer Price Index Number, in all others the allowance was paid at a flat rate.

Except one unit which paid incentive pay to its daily-rated employees in the roasting department, no other allowance was paid to the workers in the Industry.

The practice of paying annual bonus was found to be in vogue in about 75 per cent. of the Cashewnut factories in the country and in most of the cases (about 96 per cent.) bonus was being paid on a regular basis. Festival bonus was being paid in about 22 per cent. of the Cashewnut factories in the country.

The present Survey has shown that all the Cashewnut factories in the country were working single shift, which was invariably in the day. The daily and weekly hours of work were 8 and 48, respectively in all the units covered. The percentage of factories where spread-over was more than 8 and up to 9 hours a day was about 82 and in the remaining factories, it was more than 9 and up to 10 hours a day. The proportion of Cashewnut factories where duration of rest-interval was up to one hour was 82 per cent. and in the remaining units, the duration of rest-interval was more than one hour and up to two hours.

Nearly 91 per cent. of the factories under an obligation to make seating arrangements for workers had done so. All the Cashewnut factories had provided latrines for the use of workers. Urinals were, however, found to have been provided in only about half of the units at the Industry level.

Earned leave with pay was being allowed to employees in about 87 per cent. of the factories. However, only 7 per cent. of the workers are estimated to have availed themselves of earned leave during 1964 and almost all of them took up to 25 days leave during the year. The practice of granting casual leave and sick leave with pay existed in about 38 and 3 per cent. of the factories respectively. National and/or festival holidays with pay were being allowed to workers in about 87 per cent. of the factories. All the factories surveyed were found to be complying with the provision of the law in regard to the grant of a weekly day of rest to their employees and it was with pay in 94 per cent. of the units.

Suitable arrangements for the supply of drinking water were found to be existing in all the units surveyed and cooled water during the summer months was being supplied in about 61 per cent. of the factories in the country. However, of the factories under an obligation to make arrangements for the supply of cooled water during summer, only about 62 per cent. had done so. Washing facilities were found to have been provided in about 90 per cent of the factories and all of them were also supplying some cleansing material like soap, soda, kerosene oil, etc. Bathing facilities were available in only one large Cashewnut factory in Kerala, constituting about 2 per cent. of the factories in the country.

The Survey results show that about 69 per cent. of the Cashewnut factories in the country were legally required to provide canteens and about 78 per cent. of them had respected the law. None of the factories having provided a canteen voluntarily, canteens existed in about 54 per cent. of the units in the entire Industry. In about two-thirds of the canteens only tea, coffee and snacks were sold whereas, in the remaining one-third, meals could also be had. Canteens in about 93 per cent. of the units were being run by the contractors and in the remaining units, they were being run by the managements. Nearly 62 per cent. of the workers were visiting canteens daily.

About 80 per cent. of the Cashewnut factories under an obligation to provide creches had fulfilled their obligation. As regards rest shelters, they were required to be provided and maintained by only about 27 per cent.

of the factories and, of these, 64 per cent. had done so. However, a number of units had provided this facility voluntarily, and thus, at the all-India level, rest shelters are estimated to be existing in 68 per cent. of the Cashewnut factories.

While educational facilities for workers' children or for workers themselves were altogether non-existent in this Industry, recreation facilities had been provided by only about 6 per cent. of the units.

No Cashewnut factory had provided any hospital or dispensary for the benefit of its employees. Ambulance rooms were required to be provided in about 43 per cent. of the units but only 4 per cent. of these (comprising hardly 2 per cent. of all factories in the country) had fulfilled their obligation. First-aid boxes had been provided in about 90 per cent. of the factories, but their contents were complete in only one fifth of the cases. Only about 4 per cent. of the factories having first aid boxes had appointed trained first-aiders.

Only one large Cashewnut factory in Kerala, constituting about 2 per cent. of the factories in the country, had provided housing accommodation to a few selected workers.

The Survey results show that provident fund schemes were in existence in about 83 per cent. of the Cashewnut factories in the country and in all of them, the provident funds had been set up under the Employees' Provident Funds Schemes framed by the Government of India in 1952. On 31-3-1965, about 80 per cent. of the workers employed in the Industry were members of the provident funds. None of the Cashewnut factories surveyed had introduced any pension scheme for its workers. Gratuity scheme was in force in only one large factory covered.

Very few workers were involved in accidents during 1964 and the rate of accidents per thousand workers employed in the Industry worked out to a negligible figure. All the workers involved in accidents suffered only temporary disability.

Trade unions existed in about 66 per cent. of the factories and 77 per cent. of the workers were members of these unions. The Survey results also show that the managements of all the factories having unions had accorded recognition to some or all the unions functioning in their establishments.

Collective agreements between 1956 and the time of the Survey had been concluded in about 77 per cent. of the units in the country. Standing Orders for regulating service conditions had been framed in about 90 per cent. of the Cashewnut factories which were statutorily obliged to do so. Some of the units had voluntarily framed Standing Orders and thus in the Industry, as a whole, such Orders existed in 79 per cent. of the Factories.

It was observed that about 44 per cent. of the Cashewnut factories in the country were under a statutory obligation to appoint Labour/Welfare Officers and that about one-fourth of them had fulfilled their obligation. Including some other units where such Officers had been voluntarily appointed, the All-India percentage of Cashewnut factories having Labour/Welfare Officers stood at 23.

Only about 1 per cent. of the factories obliged to constitute Works Committees had done so. No factory had set up any production committee



or safety committee. A prescribed grievance procedure existed in 79 per cent. of the factories in the country.

Data pertaining to labour cost collected in respect of workers receiving less than Rs. 400 per month and covered under the Factories Act show that, in 1964, the cost per man-day worked in the Industry, was Rs. 1.82. Wages i.e., basic wage, dearness allowance, incentive/production bonus and attendance bonus alone accounted for about 86 per cent. of the total labour cost, other important elements being obligatory social security contributions (about 7 per cent.) and bonuses (5.7 per cent.).

Salient features of the Cashewnut Industry in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement 9.1.

### STATEMENT 9.1

#### *Salient Features of the Cashewnut Industry*

Particulars	Estimates for the Industry as a whole
1	2
<b>I Employment</b>	
<i>Total</i> .. .. .	1,07,524
Of which Production and Related Workers .. .. .	98%
Others .. .. .	2%
Women Labour .. .. .	88%
<i>Production Workers (Total)</i> .. .. .	1,05,387
Of which Time-rated .. .. .	12%
Piece-rated .. .. .	88%
Employed through Contractors .. .. .	—
<i>Production Workers Employed Directly (Total)</i> .. .. .	1,05,387
Of which Permanent Workers .. .. .	87%
Workers with service of 10 years and more .. .. .	12%
<b>II. Wages and Emoluments</b>	
Average Daily Earnings of	
(i) All Workers (1965) .. .. .	Rs. 1.74
(ii) Professional, Technical and Related Personnel (March, 1965) .. .. .	Rs. 4.96
(iii) Administrative, Executive and Managerial Personnel (March, 1965) .. .. .	Rs. 5.71
(iv) Clerical and Related Workers (including Supervisory) (March, 1965) .. .. .	Rs. 4.43
(v) Watch and Ward and Other Services (March, 1965) .. .. .	Rs. 2.97
<i>Proportion of</i>	
Factories paying separate dearness allowance .. .. .	70%
Factories in which the dearness allowance was linked with the Consumer Price Index Number* .. .. .	1%
Factories paying production/incentive bonus .. .. .	—
Factories paying annual bonus .. .. .	75%
Factories paying festival bonus .. .. .	22%

\* Out of those paying separate dearness allowance.

STATEMENT 9.1—*contd.*

1	2
<b>III. Hours of Work, etc.,</b>	
(Proportion of)	
Factories where daily hours of work were 8 or less .. .. .	100%
Factories where hours of work were 48 or less .. .. .	100%
Factories where spread-over was up to 10 hours .. .. .	100%
Factories where rest-interval was up to 2 hours .. .. .	100%
<b>IV. Leave and Holidays with Pay</b>	
(Proportion of units granting)	
Earned leave .. .. .	87%
Sick leave .. .. .	3%
Casual leave .. .. .	38%
National and festival holidays .. .. .	87%
Weekly off .. .. .	94%
<b>V. Welfare and Amenities</b>	
(Proportion of units providing)	
Seating arrangement (out of those where workers had to do work standing)	91%
Drinking water facility .. .. .	100%
Washing facility .. .. .	90%
Rest shelters .. .. .	68%
Canteens .. .. .	54%
Latrines .. .. .	100%
Urinals .. .. .	50%
Labour/Welfare Officers .. .. .	23%
First-aid boxes .. .. .	90%
Ambulance rooms .. .. .	2%
Recreation facilities .. .. .	6%
Educational facilities .. .. .	—
Housing facility .. .. .	2%
<b>VI. Social Security</b>	
(Proportion of units having)	
Provident Fund Schemes .. .. .	83%
Pension Schemes .. .. .	—
Gratuity Schemes .. .. .	1%
Proportion of Workers covered under Provident Fund Schemes ..	80%
<b>VII. Accident Rate</b>	
(Per thousand workers employed) .. .. .	0.3
<b>VIII. Industrial Relations</b>	
Factories having Trade Unions .. .. .	66%
Proportion of workers who were members of Trade Unions .. ..	77%
Units having concluded Collective Agreements .. .. .	77%
Factories having Standing Orders .. .. .	79%
Factories having Works' Joint Committees .. .. .	1%
<b>IX. Labour Cost</b>	
Labour Cost per Man-day worked during 1964 .. .. .	Rs. 1.82

## APPENDIX

### *A Brief Note on the Sample Design and the Method of Estimation Adopted*

#### 1. *Sample Design*

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Cashewnut Industry it was chosen as 340 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc. it was thought that a sample of 25 per cent. from the upper size group and  $12\frac{1}{2}$  per cent. from the lower size group for the factories in Kerala and a sample of 50 per cent. from the upper size group and  $12\frac{1}{2}$  per cent. from the lower size group for the factories in the Residual Stratum would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures, etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units, etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below: —

I. In case of such industries where the sample size had not been inflated substitution was done to replace the sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample size was more than 10 units substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Cashewnut factories was the list of registered factories for the year 1963\*.

## 2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of these characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely the estimate for the total of a particular characteristic not correlated with employment in a particular stratum has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N_1 - N'_1}{n_1 - n'_1} \sum_i X_{i1} \quad \dots \quad \dots \quad \dots \quad (i)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $X$  = the estimated total of the  $X$  — characteristics for a particular stratum.

$N_u$  and  $N_1$  = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.

$N'_u$  and  $N'_1$  = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size groups respectively, of the stratum.

$n_u$  and  $n_1$  = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.

$n'_u$  and  $n'_1$  = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.

$X_{iu}$  and  $X_{il}$  = the total of the characteristic  $X$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum

In any stratum the estimate for the characteristic— $Y$  correlated with employment is given by:—

$$Y = \frac{E_{Nu} - N'_u}{E_{nu} - n'_u} \sum_i Y_{iu} + \frac{E_{Nl} - N'_l}{E_{nl} - n'_l} \sum_i Y_{il} \quad \dots \quad (ii)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $Y$  = the estimated total of the characteristic— $Y$  for a particular stratum.

$E_{Nu} - N'_u$  and  $E_{Nl} - N'_l$  = the total employment in 1963 in  $N_u - N'_u$  and  $N_1 - N'_1$  units respectively, of the stratum.

$E_{nu} - n'_u$  and  $E_{nl} - n'_l$  = the total employment in 1963 in  $n_u - n'_u$  and  $n_1 - n'_1$  sampled units respectively of the stratum.

$Y_{iu}$  and  $Y_{il}$  = the total of characteristic  $Y$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

## PUBLISHED REPORTS ON SURVEY OF LABOUR CONDITIONS

Sl. No.	Symbol	Title of the Report	Year of Publi- cation	Price
1	2	3	4	5
				Rs. P.
1	DLB-41/1000	Report on Survey of Labour Conditions in Silk Factories in India.	1964	5-50 or 12 Sh. 10 d. or 1 \$ 98 cents.
2	DLB-46/1000	Report on Survey of Labour Conditions in Woollen Factories in India.	1964	3-60 or 8 Sh. 5 d. or 1 \$ 30 cents.
3	DLB-45/850	Report on Survey of Labour Conditions in Agricultural Implements Factories in India.	1964	3-20 or 7 Sh. 6 d. or 1 \$ 16 cents.
4	DLB-53/1050	Report on Survey of Labour Conditions in Machine Tool Factories in India.	1965	4-20 or 9 Sh. 10 d. or 1 \$ 52 cents.
5	DLB-56/850	Report on Survey of Labour Conditions in Bicycle Factories in India.	1965	3-55 or 8 Sh. 4 d. or 1 \$ 28 cents.
6	DLB-55/900	Report on Survey of Labour Conditions in Bolts, Nuts, Nails, Springs and Chains Factories in India.	1965	3-85 or 9 Sh. or 1 \$ 39 cents.
7	DLB-69/800	Report on Survey of Labour Conditions in Electrical Machinery Factories in India.	1965	3-00 or 7 Sh. or 1 \$ 8 cents.
8	DLB-71/800	Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India.	1965	2-80 or 6 Sh. 7 d. or 1 \$ 1 cent.
9	DLB-61/950	Report on Survey of Labour Conditions in Cement Factories in India.	1965	3-20 or 7 Sh. 6 d. or 1 \$ 16 cents.
10	DLB-60/800	Report on Survey of Labour Conditions in Rubber Plantations in India.	1965	4-40 or 10 Sh. 4 d. or 1 \$ 59 cents.
11	DLB-62/800	Report on Survey of Labour Conditions in Metal Extracting and Refining Factories in India.	1965	4-20 or 9 Sh. 10 d. or 1 \$ 52 cents.
12	DLB-40/1050	Report on Survey of Labour Conditions in Jute Factories in India.	1965	6-25 or 14 Sh. 7 d. or 2 \$ 25 cents.
13	DLB-68/800	Report on Survey of Labour Conditions in Metal Founding Factories in India.	1966	3-15 or 7 Sh. 5 d. or 1 \$ 14 cents.
14	DLB-70/950	Report on Survey of Labour Conditions in Motor Vehicle Manufacturing and Repairing Factories in India.	1966	4-00 or 9 Sh. 4 d. or 1 \$ 44 cents.
15	DLB-87/800	Report on Survey of Labour Conditions in Railway Workshops in India.	1966	3-15 or 7 Sh. 5 d. or 1 \$ 14 cents.

## (ii)

1	2	3	4	5
				Rs. P.
16	DLB-74/800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966	3·40 or 8 Sh. or 1 \$ 23 cents.
17	DLB-103/800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967	4·85 or 11 Sh. 4 d. or 1 \$ 75 cents.
18	DLB-97/800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967	4·30 or 10 Sh. 1 d. or 1 \$ 55 cents.
19	DLB-113/700	Report on Survey of Labour Conditions in Gold Mines in India.	1967	2·70 or 6 Sh. 4 d. or 98 cents.
20	DLB-78/950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967	7·00 or 16 Sh. 4 d. or 2 \$ 52 cents.







